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To be eligible for the SPHR certification, candidates must have a minimum of four years of experience in a professional-level HR position, and a master's degree or higher. Alternatively, candidates with a bachelor's degree must have a minimum of seven years of experience in a professional-level HR position. The SPHR Certification Exam covers a range of topics, including strategic HR management, organizational development, workforce planning and employment, total rewards, employee and labor relations, and

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3. PHR/SPHR Exam for Dummies by Sandra M. Reed.

If you thought mastering the SPHR exam concepts is difficult, you probably have not checked out this helpful guide. Studying with the PHR/SPHR Exam for Dummies gives you the best chance of passing your SPHR evaluation easily because that's what it's designed to achieve. By studying using this material, you will have the courage to face your actual exam, the confidence to dispense your roles easily, and the knowledge to become an indispensable team player. Particularly, it is a two-in-one book that works wonders for PHR and SPHR Exam candidates. With detailed explanations, useful practice test questions, and comprehensive answers, this handbook is designed to give you an edge over your competitors even in practical situations. Recently, it has been updated to cover all the SPHR functional areas. This means it is now one of the best options for the SPHR exam prep, only bettered according to the official study curriculum. For newcomers, you won't find a guide so easy to use like this PHR/SPHR Exam for Dummies.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q90-Q95):

NEW QUESTION # 90

A union philosophy statement may have all of the following except which?

- A. A promise of extended benefits if the company remains union free
- B. A description of what a union cannot do for the employees
- C. A statement of the company's desire to remain union free
- D. Factual statements about the disadvantages of unions in the labor/management relationship

Answer: A

Explanation:

Answer option D is correct. A company cannot threaten employees or make promises to them contingent on the workforce remaining union free. A philosophy statement should be geared toward communicating the company's desire to work directly with the employees in discussions about working conditions or benefits. If a union does attempt to organize, it is important for the employer to work directly with outside council to determine the strategic benefits of discussing the desire to remain union free and the disadvantages/limitations of unions as employee representatives. Chapter: Employee and Labor Relations Objective: Review Questions

NEW QUESTION # 91

HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- A. When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.
- B. When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.
- C. When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status
- D. When an employer treats other employees differently based on their past work efforts.

Answer: C

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149, Section III, The US HR Body of Knowledge.
Chapter: Workforce Planning and Employment
Objective: Federal Employment Legislation

NEW QUESTION # 92

Which of the following assets consist of buildings, manufacturing machines and equipment, vehicles, furniture, and office equipment?

- A. Human assets
- B. Information assets
- C. Physical assets
- D. Financial assets

Answer: C

Explanation:

Explanation/Reference:

Answer option C is correct.

Chapter: Risk Management

Objective: Risk Management

NEW QUESTION # 93

As an HR Professional, you must be aware of traditional corporate governance. Within corporate governance, there are typically three key stakeholders that influence decisions of the organizations. Which of the following is a key stakeholder as part of corporate governance?

- A. Stakeholder
- B. Management
- C. Employees
- D. Customer

Answer: B

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Corporate Governance

NEW QUESTION # 94

Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Federal Insurance Contributions Act (FICA)
- B. Fair Labor Standards Act (FLSA)
- C. Occupational Safety and Health Administration (OSHA)
- D. Employee Retirement Income Security Act (ERISA)

Answer: A

Explanation:

Section: Volume B

Explanation/Reference:

Answer option A is correct.

Federal Insurance Contributions Act (FICA) requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks.

