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SPHRi Practice Test

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HRCI HR Senior Professional in Human Resources - International Certification Practice Exam

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The SPHRi Exam is a comprehensive exam that covers a wide range of topics related to international HR. Some of the topics covered in the exam include global talent management, cross-cultural communication, international labor laws and regulations, and HR strategies for global organizations. SPHRi exam is designed to test the candidate's ability to apply their knowledge to real-world HR scenarios, and passing the exam requires a deep understanding of the complexities of managing HR in an international context.

HRCI SPHRi (Senior Professional in Human Resources - International) Certification Exam is a globally recognized certification that validates the professional competencies of HR practitioners who operate in an international context. SPHRi Exam is designed to evaluate one's knowledge, skills, and abilities in the areas of strategic HR management, workforce planning and employment, employee and labor relations, compensation and benefits, and HR development. The SPHRi certification demonstrates that an HR professional possesses the advanced knowledge and skills necessary to lead HR initiatives and contribute to the success of their organization.

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HRCI Senior Professional in Human Resources - International Sample Questions (Q202-Q207):

NEW QUESTION # 202

Which compensation system is typical of unionized workplaces?

- **A. Seniority-based**
- B. Performance-based
- C. Incentive-based
- D. Membership-based

Answer: A

Explanation:

A seniority-based compensation system is typical of unionized workplaces. One reason for this is that the compensation system of a unionized business is based on negotiation between the employer and the union, rather than on internal measures of performance. One complaint about unions is that by encouraging a seniority system of compensation, they encourage complacency.

NEW QUESTION # 203

What is an advantage of a functional human resources (HR) structure?

- A. Accessibility of the HR department for employees
- B. Ensuring compliance and confidentiality
- C. Alignment with organizational strategy
- **D. Consistency across the entire organization**

Answer: D

Explanation:

An advantage of a functional HR structure is that HR practices are uniformly applied throughout the entire organization. Accessibility of the HR department for employees is an advantage of a decentralized HR structure. No matter what the structure of the HR department is, it should be in alignment with the organization's strategy while maintaining compliance and confidentiality.

NEW QUESTION # 204

A company is planning to redesign its organizational structure. What is one of HR's responsibilities during this process?

- A. Develop the company's pay structure, and set pay rates for all positions.
- **B. Analyze organizational problems through structural diagnosis.**
- C. Lead a workforce committee on organizational change.
- D. Develop succession plans for all key positions.

Answer: B

Explanation:

During an organizational intervention, it is the role of HR to conduct a structural diagnosis, analyze problems the organization faces, and identify the root cause of those problems.

NEW QUESTION # 205

What is the largest possible damage award under the Civil Rights Act of 1991?

- **A. \$100,000**

- B. \$300,000
- C. \$50,000
- D. \$200,000

Answer: B

Explanation:

Under the Civil Rights Act of 1991, the largest possible damage award is \$300,000. Only businesses with more than 500 employees may be assessed this amount. Businesses with from 15 to 100 employees may be liable for damage awards of up to \$50,000. Businesses with 101 to 200 employees may be liable for damage awards of up to \$100,000. Businesses with 201 to 500 employees may be liable for damage awards of up to \$200,000.

NEW QUESTION # 206

What is the established radius for which FMLA applies to employees working for private employers?

- A. 30 miles
- B. 50 miles
- C. 85 miles
- D. 75 miles

Answer: D

Explanation:

According to FMLA rules, the established radius for employees in private businesses (as opposed to state or federal agencies) is 75 miles.

NEW QUESTION # 207

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