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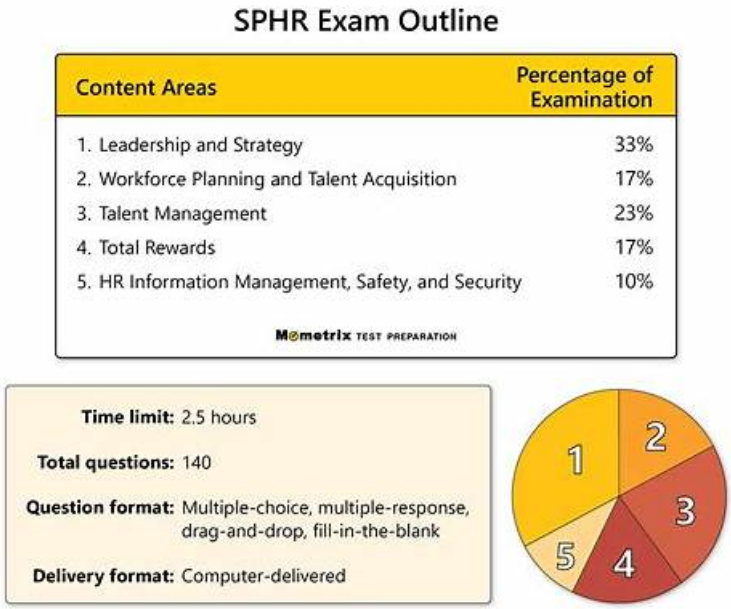

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The SPHR certification is highly valued by employers and is often required for senior HR positions. It demonstrates that the holder has a deep understanding of HR best practices and is committed to ongoing professional development. In addition, the SPHR certification can lead to increased job opportunities and higher salaries. According to the HRCI, SPHR-certified professionals earn an average of 26% more than their non-certified counterparts.

The SPHR certification is an advanced certification for HR professionals who have mastered strategic and policy-making aspects of HR management. The Professional in Human Resources (SPHR) certification is highly respected in the HR industry and is recognized by employers worldwide. To be eligible for the SPHR Certification, HR professionals must have a bachelor's degree and at least four years of HR experience. HRCI offers study materials and courses to help candidates prepare for the exam, and also requires SPHR certified professionals to maintain their certification through continuing education and professional development activities.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q128-Q133):

NEW QUESTION # 128
Which of the following is the process of systematically determining a relative internal value of a job in an organization?

- A. Salary range
- B. Job evaluation
- C. Recruitment
- D. Ranking method

Answer: B

Explanation:
Section: Volume A
Explanation/Reference:
Answer option C is correct.
Job evaluation is the process of systematically determining a relative internal value of a job in an organization. In all cases, the idea is to evaluate the job, not the person doing it. Job evaluation is the process of determining the worth of one job in relation to that of the other jobs in a company so that a fair and equitable wage and salary system can be established.
Answer option A is incorrect. Recruitment refers to the process of attracting, screening, and selecting qualified people for a job at an organization or firm.
Answer option B is incorrect. The ranking method requires evaluators to compare the value of jobs to one another.
Answer option D is incorrect. A salary range is the spread between the minimum and maximum pay for the job grade.
Reference: "http://en.wikipedia.org/wiki/Job_evaluation"
Chapter: Compensation and Benefits
Objective: Total Rewards Defined

NEW QUESTION # 129
The union rep has requested copies of all the incident reports filed during the last year. You are required to do what?

- A. Furnish copies within 15 calendar days but only of the -Tell Us About the Case " section
- B. Furnish the copies by the end of the next business day
- C. Furnish copies of the -Tell Us About the Case " section within 7 calendar days
- D. Furnish the copies by the end of the day

Answer: C

Explanation:
Explanation/Reference:
Answer option C is correct.
The employee representative is entitled to receive copies of incident reports with the identifying information omitted. Employers have 7 calendar days to provide the information to an employee representative. Copies of the OSHA form 300 log must be provided by the end of the following business day (B) when requested by employees or their representatives. Options A and B do not apply to OSHA requirements.
Chapter: Risk Management
Objective: Review Questions

NEW QUESTION # 130
Your organization uses virtual teams to complete projects. Jen is a project manager in this environment and she must act accordingly. All of the following are disadvantages of a virtual team that Jen must overcome except for which one?

- A. Working from home-based offices
- B. Face-to-face communications
- C. Different time zones
- D. Different languages

Answer: A

Explanation:
Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. Chapter 7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.
Chapter: Human Resource Development
Objective: Global Considerations

NEW QUESTION # 131
Which of the following ensures that the product or service meets acceptable standards?

- A. Inventory management
- B. Scheduling
- C. Quality management
- D. Facility location

Answer: C

Explanation:
Explanation/Reference:
Answer option D is correct.
Chapter: Business Management and Strategy
Objective: Organizations

NEW QUESTION # 132
As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the legal case, the United Steelworkers of America versus Weber regard?

- A. The United States Supreme Court held that the Civil Rights Act of 1964 did not bar employers from favoring women and minorities.
- B. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring women and minorities.
- C. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring minorities, but could do gender based favor.
- D. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from using racial criteria as a method to determine workplace advancement.

Answer: A

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: Staffing Programs

NEW QUESTION # 133
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