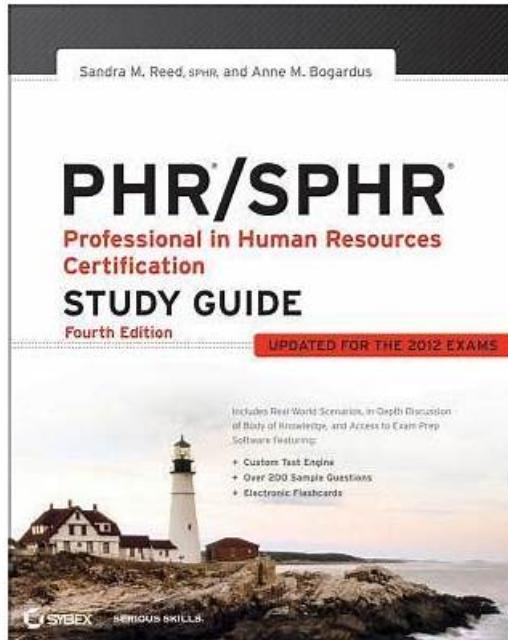


# SPHR Study Guide: The Professional in Human Resources (SPHR) & SPHR Learning Materials



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## HRCI SPHR exam

The Professional in Human Resources (SPHR) Exam is a certification exam administered by the HR Certification Institute (HRCI) for professionals in the human resources (HR) field. SPHR exam is designed to assess an individual's knowledge and skills in HR management, strategic planning, and leadership. The SPHR certification is widely recognized as a mark of excellence in the HR field and is highly valued by employers.

The SPHR certification is a highly respected certification for HR professionals. It is designed to test the knowledge and skills required to manage the HR function at an advanced level. The Professional in Human Resources (SPHR) certification is recognized globally and is highly valued by employers. HR professionals who hold the SPHR Certification are considered experts in their field and are often sought after by organizations looking to hire HR professionals.

To be eligible to sit for the SPHR exam, candidates must have a minimum of four years of HR experience, a graduate degree in HR or a related field, or a combination of education and experience. SPHR exam covers a wide range of HR topics, including strategic management, workforce planning and employment, employee relations, compensation and benefits, and risk management. SPHR exam consists of 150 multiple-choice questions, and candidates have four hours to complete it.

## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q61-Q66):

### NEW QUESTION # 61

Which of the following damages an individual's reputation in the community?

- A. Vicarious liability
- B. Defamation
- C. Constructive Discharge
- D. Quid pro quo

### Answer: B

Explanation:

Answer option C is correct.

Chapter: Employee and Labor Relations Objective: Federal Employment Legislation

### NEW QUESTION # 62

According to Knowles, there are five key assumptions about how adults learn. One of the assumptions is the learner's readiness to learn. Which of the following statements is best associated with the assumption of the learner's readiness to learn?

- A. I understand why I need to learn this.
- B. I'm ready to learn this because what I learn will help me function better in some way.
- C. I've got lots of valuable experience that I want to draw upon to help me as I learn.
- D. What I learn today will help me solve problems at my workplace tomorrow.

### Answer: B

Explanation:

Section: Volume B

Explanation/Reference:

Answer option C is correct.

This statement is an assumption of the learner's readiness to learn. If the assumption proves false, the learning may not occur.

Answer option D is incorrect. The statement "I understand why I need to learn this" is an assumption that the learner understands the need to know the course material.

Answer option A is incorrect. The statement "What I learn today will help me solve problems at my workplace tomorrow" is an example of the assumption of the learner's orientation to learning.

Answer option B is incorrect. The statement "I've got lots of valuable experience that I want to draw upon to help me as I learn" is an example of the assumption of the learner's experience.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5.

Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Adult Learning Processes and Learning Styles

### NEW QUESTION # 63

Henry is the Senior HR Professional for his organization which manufactures automobile parts. His organization has plants throughout the US. Management has informed Henry that a plant in Alabama will be closing. 650 jobs will be eliminated as a result. How many days is Henry's organization required to give notice before the plant may close?

- A. 90 days
- **B. 60 days**
- C. 120 days
- D. 30 days

**Answer: B**

Explanation:

Explanation/Reference:

Answer option B is correct.

Under the Worker Adjustment and Retraining Notification Act, the company is required to give at least 60 days notice of the plant closing.

Answer option A is incorrect. The company is required to give employees 60 days notice, not 30 days notice.

Answer option C is incorrect. The company is required to give employees 60 days notice, not 90 days notice.

Answer option D is incorrect. The company is required to give employees 60 days notice, not 120 days notice.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

Chapter Four: Workforce Planning. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

### NEW QUESTION # 64

Which of the following ensures that employees working in different locations are paid at rates competitive in the labor market for specific jobs and locations?

- **A. Geographic pay**
- B. Hazard pay
- C. Call-back pay
- D. Base pay

**Answer: A**

Explanation:

Explanation/Reference:

Answer option A is correct.

Chapter: Compensation and Benefits

Objective: Compensation

### NEW QUESTION # 65

As an HR Professional you must be familiar with several acts of congress, laws, and regulations that address risks in the workplace. Which of the following laws was the first to establish consistent safety standards for workers?

- A. Homeland Security Act
- B. Mine Safety and Health Act
- **C. Occupational Safety and Health Act**
- D. USA Patriot Act

**Answer: C**

Explanation:

Reference: PHR Exam prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter 8: Risk Management. Official PHR and

## NEW QUESTION # 66

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