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Holding a certification in a certain field definitely shows that one have a good command of the SPHR knowledge and professional skills in the related field. However, it is universally accepted that the majority of the candidates for the SPHR exam are those who do not have enough spare time and are not able to study in the most efficient way. You can just feel rest assured that our SPHR Exam Questions can help you pass the exam in a short time. With our SPHR study guide for 20 to 30 hours, you can pass the exam confidently.

The Human Resource Certification Institute (HRCI) offers a range of credentials for professionals in the HR field. Among these certifications is the Professional in Human Resources (SPHR). The SPHR certification is designed for senior-level HR professionals who have experience in designing and implementing HR strategies. It is considered one of the most prestigious HR certifications globally.

The Professional in Human Resources (SPHR) certification is a highly respected credential in the HR industry. The SPHR Exam is designed for HR professionals who have extensive experience in HR management and are responsible for strategic planning, policy development, and overall HR operations in their organization. SPHR exam is administered by the HR Certification Institute (HRCI) and is one of the most prestigious credentials for HR professionals.

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q188-Q193):

NEW QUESTION # 188

There are four factors that contribute to an engaged workforce. Which of the following is NOT one of the four factors that will contribute to an engaged workforce?

- A. Concentrate on individual employee strengths.
- B. Identify the best fit for the employee.
- C. Look for key performance metrics when hiring new talent.
- D. Clearly establish desired results.

Answer: C

Explanation:

Section: Volume D

Explanation/Reference:

Answer option A is correct.

The four factors that will contribute to an engaged workforce does not include looking for key performance metrics when hiring new talent. The correct fourth aspect of an engaged workforce is to look for talent as well as knowledge, skills, and abilities, when selecting employees.

Answer options B, C, and D are incorrect. Each of these is one of the four factors that contribute to an engaged workforce.

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

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: Organizations

NEW QUESTION # 189

All organizations need prevoyance, or planning, as a part of a manager's duty. As an HR Professional what is the primary purpose of planning?

- A. Communicates the direction of the organization
- B. Directs the project team and staff to accomplish the project scope
- C. Establishes groundwork for the managers to achieve their goals
- D. Establishes groundwork for the managers to achieve the goals of the organization

Answer: D

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Three: Strategic Management. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Strategy

NEW QUESTION # 190

Your manager has approached you regarding her desire to outsource certain functions to an external firm. She would like for you to create a document to send to three vendors asking them for solutions for these functions that your organization is to outsource. What type of a procurement document would you create and send to the vendors in this instance?

- A. Invitation for Bid
- B. Request for Information
- **C. Request for Proposal**
- D. Request for Quote

Answer: C

Explanation:

Section: Volume C

Explanation/Reference:

Answer option C is correct.

A request for proposal (RFP) is a procurement document that asks the vendor to provide solutions, ideas, and detailed information about the outsourced function. The vendor will provide a proposal in response to the RFP.

An RFP is often sent with a statement of work that details the outsourcing need that the vendor is to provide a solution and a price.

Answer option A is incorrect. A Request for Quote (RFQ) is a procurement document that asks the vendor to provide just a price for the solution to be purchased - no ideas or suggestions are needed from the vendor.

RFQ are often used with materials, such as cost per metric ton or cost per unit.

Answer option B is incorrect. An invitation for bid (IFB) is identical to the request for quote. It is a procurement document asking the vendor for a fixed price for a specific thing to be purchased.

Answer option D is incorrect. A request for information (RFI) asks the vendor for more information about their solution, services, or company. An RFI could ask for samples, references of work, white papers, and more information.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Three: Strategic Management. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Needs Assessment and Analysis

NEW QUESTION # 191

Which of the following is one of the elements of a SMART goal?

- **A. Action-oriented**
- B. Strength
- C. Threat
- D. Technology

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

A SMART goal is specific, measurable, action-oriented, realistic, and time-based.

Chapter: Business Management and Strategy

Objective: Review Questions

NEW QUESTION # 192

Which of the following is additional pay for dangerous or risky working conditions?

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

Answer: B

Explanation:

Section: Volume F

Explanation/Reference:

Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 193

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