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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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It is well known that HRCI certification plays a big part in the IT field and obtaining it means you have access to the big companies and recognized by the authority. But the reality is that the SPHR Braindumps torrents are very difficult and the pass rate of SPHR practice test is low. So choosing our exam training materials are very necessary to every candidate.

HRCI SPHR certification exam is a prestigious credential for HR professionals who have a strategic role in their organization. SPHR exam covers a wide range of HR topics and is designed to test an individual's knowledge and skills in these areas. Candidates who successfully pass the exam are recognized globally as experts in the field of human resources and are well-positioned to advance their careers.

The Professional in Human Resources (SPHR) exam is a certification program offered by the Human Resource Certification Institute (HRCI). The program is designed to assess and validate the knowledge and skills of human resource professionals in various aspects of HR management. The SPHR Certification is the highest level of certification offered by HRCI and is recognized globally as a mark of excellence for HR professionals.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q27-Q32):

NEW QUESTION # 27

Samantha applied as an outside sales rep for a new sales territory. Part of the selection process included an assessment test that measures successful sales characteristics. Samantha scored particularly high on the test. During the interview, Christopher, the hiring manager, had some concerns about how well Samantha would fit into the company culture, but when he learned how high she scored on the test, he immediately decided to hire her. What bias could be at work in this situation?

- A. Knowledge-of-predictor effect
- B. Halo effect
- C. Cultural-noise effect
- D. Stereotyping effect

Answer: A

Explanation:

Section: Volume D

Explanation/Reference:

Answer option B is correct.

The knowledge-of-predictor effect occurs when an interviewer is aware that a candidate has scored particularly high or low on an assessment test and allows this to affect the hiring decision. The halo effect (A) occurs when the interviewer allows a single positive characteristic of the candidate to overshadow other considerations.

Cultural noise (C) occurs when a candidate gives answers they think the interviewer wants to hear.

Stereotyping (D) occurs when the interviewer makes assumptions about a candidate based on generalizations about the group the candidate belongs to (for example, women). See Chapter 4 for more information.

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 28

Millie is an injured worker who has been back to work on modified duty for approximately 13 months. Which of the following return-to-work strategies would best help Millie get back to full duty?

- A. Continuing the modified duty assignment until she is released to full duty
- B. Terminating her employment as she is no longer qualified to do the work for which she was hired
- C. Reasonably accommodating her into a more permanent position
- D. Paying to have her evaluated by an independent medical examiner

Answer: D

Explanation:

Section: Volume G

Explanation/Reference:

Answer option A is correct.

An IME will allow Millie to be evaluated by an impartial third party. Modified duty is a short-term solution to be used when an injured worker is able to return to work but not to full duty (D). A reasonable accommodation strategy (B) may become necessary, but only after Millie's diagnosis and treatment plan is clearly understood.

Terminating her employment (C) prior to identifying the extent of her qualifications and limitations is not advisable.

Chapter: Risk Management

Objective: Review Questions

NEW QUESTION # 29

Which of the following encourages individual employee self esteem, such as satisfaction from challenging and exciting assignments?

- A. Total reward
- B. Monetary compensation
- C. Intrinsic reward
- D. Entitlement philosophy

Answer: C

Explanation:

Section: Volume F
Explanation/Reference:
Answer option B is correct.
Chapter: Compensation and Benefits
Objective: Total Rewards Defined

NEW QUESTION # 30

Which of the following is a basic principle behind job analysis?

- A. The analysis is limited to task inventories and questionnaires.
- **B. The analysis focuses on the job, not the person.**
- C. The analysis focuses on the person doing the job, not the job.
- D. The required qualifications should include everything the manager would like the employee to have.

Answer: B

Explanation:
Explanation/Reference:
Answer option A is correct.

The correct focus of a job analysis is the job itself, not the incumbent in the job. Performance management focuses on the person in the job (D). An analysis may use a number of sources in addition to task inventories and questionnaires (C), including interviews, observation, and supervisory input. The required qualifications should be related to the essential functions of the job to avoid complaints of discrimination (B).

Chapter: Core Knowledge Requirements for HR Professionals
Objective: Review Questions

NEW QUESTION # 31

Which performance appraisal approach starts by identifying the most critical responsibilities and correlates it to a particular type of behavior - where each identified responsibility and behavior are assessed for performance?

- A. Narrative method
- **B. BARS**
- C. Comparative method
- D. Results-based

Answer: B

Explanation:
Explanation/Reference:
Answer option A is correct.

The BARS approach uses the behavioral anchored rating system to identify most important to least important responsibilities and ranks each accordingly on performance.

Answer option B is incorrect. Results-based appraisals generally use the management by objectives review of the goals accomplished.

Answer option C is incorrect. The comparative method can use a paired comparison method to rate each employee in a group against every other employee in the group.

Answer option D is incorrect. A narrative method uses an essay or conversation as the review.

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: Human Resource Development
Objective: Performance Appraisal

NEW QUESTION # 32

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