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SPHRi Exam Syllabus

Topic	Details	Weights
Business Leadership	<p>- Leading the HR function, providing strategic HR consultation to senior management, and developing partnerships with all areas in the organization. Contributing to the overall strategy of the organization through activities such as evaluating organizations considered for mergers and acquisitions, conducting human capital analyses, and understanding global HR issues.</p> <p>Responsibilities:</p> <ul style="list-style-type: none">• Contribute to the development of the organization's strategy• Determine how the organization's strategy guides workforce requirements (for example: decide how human capital strategy will support the business)• Assess future business opportunities from an HR perspective (for example: building new operations, global expansion, mergers and acquisitions)• Conduct due diligence before acquiring another company (for example: evaluate important information about the potential acquisition)• Manage the integration of people, systems and cultures during organizational transitions• Design and lead an HR function by establishing major HR roles and responsibilities• Co-lead in establishing the organization's values and ethics that support its strategy• Promote the organization's corporate social responsibility initiatives• Advise business leaders and others on HR matters• Align the human capital strategy with the organization's business strategy• Align local HR strategy with global HR strategy• Lead the executive management team in HR discussions and decisions• Conduct a human capital risk analysis, (for example: workforce needs)• Promote the organization's employer brand• Promote and support the organizational culture	31%

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

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Who is the target audience of the HRCI SPHRi Exam?

The target audience of the HRCI SPHRi exam are HR practitioners who want to become HR Business Consultants. Candidates can work in many different types of organizations, including government agencies, health care institutions, and non-profit organizations.

There are two types of HR Business Consultant exams available. The HRCI offers a professional certification that is designed for HR professionals and HR managers who want to earn credentials that validate their expertise in human resources. The HR Certification Institute (HRCI) offers a similar credential to its HR Business Consultants. The HRCI SPHRi exam is designed for HR practitioners who want to become HR Business Consultants.

A career in HR can be a fulfilling career choice, but it also comes with a number of challenges. An HR Business Consultant can help solve these challenges, especially as organizations look to improve their recruitment and retention programs. **HRCI SPHRi Exam Dumps** will boost your exam prep.

The HR Business Consultant credential demonstrates that a candidate has the knowledge and experience necessary to meet the

needs of employers and organizations. Candidates may have previous HR experience and may want to pursue further education to better understand the current issues and trends in the HR industry.

The career of an HR Business Consultant can be both rewarding and challenging. However, the benefits of a career in HR go well beyond earning a good paycheck. With the right training, qualifications, and experience, an HR Business Consultant can help solve a number of challenges faced by HR departments.

The SPHRi certification is highly regarded in the HR industry and is recognized by employers worldwide. Holding the certification demonstrates a commitment to excellence, a dedication to staying up-to-date with the latest industry practices and regulations, and a willingness to invest in one's professional development.

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HRCI Senior Professional in Human Resources - International Sample Questions (Q115-Q120):

NEW QUESTION # 115

In Vroom's expectancy theory, what is the name for the reasoned decision to work?

- A. Expectancy
- **B. Valence**
- C. Instrumentality
- D. Proclivity

Answer: B

Explanation:

In Victor Vroom's expectancy theory, the reasoned decision to work is called valence.

According to this theory, people make a rational calculation of the reward they anticipate receiving in exchange for doing some amount of work. If this reward is deemed sufficient, the person will do the work. Expectancy is the initial assessment of whether the work can be done. Instrumentality is the assessment of the reward.

NEW QUESTION # 116

Polygraph testing for employment falls under which of the following federal departments?

- **A. Department of Labor**
- B. USCIS
- C. Federal Trade Commission
- D. Department of Justice

Answer: A

Explanation:

While polygraph testing might have the goal of "justice" in mind, it actually falls under the Department of Labor. The Federal Trade Commission governs fair credit reviews, while the USCIS (or the United States Citizenship and Immigration Services) governs immigration laws. For employers, the Department of Justice is involved in privacy laws that apply to employees.

NEW QUESTION # 117

In which business structure do partners exist mainly as investors, without much influence on daily operations?

- A. General partnership
- **B. Limited liability partnership**
- C. Sole proprietorship
- D. Joint venture

Answer: B

NEW QUESTION # 118

During succession planning, a human resources professional may categorize employees as all of the following EXCEPT:

- A. Employees who fulfill all of the requirements of the position
- B. Employees who are ready for a new position in the company
- **C. No employee is necessary because the position is now obsolete**
- D. Employees who show indications that he or she is ready for a promotion

Answer: C

Explanation:

The process of succession planning requires that a human resources professional consider employees within their current positions. As a result, answer choice B falls outside the focus on employees within the positions and instead focuses on the position itself. This is not a part of succession planning. Answer choices A, C, and D all belong to the process of categorizing employees who are currently in positions within an organization.

NEW QUESTION # 119

OSHA 300 represents which of the following?

- A. Employee Privacy Case List
- **B. Log of Work-Related Injuries and Illnesses**
- C. Summary of Workplace Problems
- D. Injury and Illness Incident Report

Answer: B

Explanation:

OSHA 300 is officially the Log of Work-Related Injuries and Illnesses. Answer choice A is incorrect because it more closely reflects OSHA 300A, which is a separate log. Answer choice B is incorrect because the Injury and Illness Incident Report is officially OSHA 301. Answer choice D is incorrect because it reflects an element of OSHA 300 but does not encompass the correct title of the log.

NEW QUESTION # 120

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