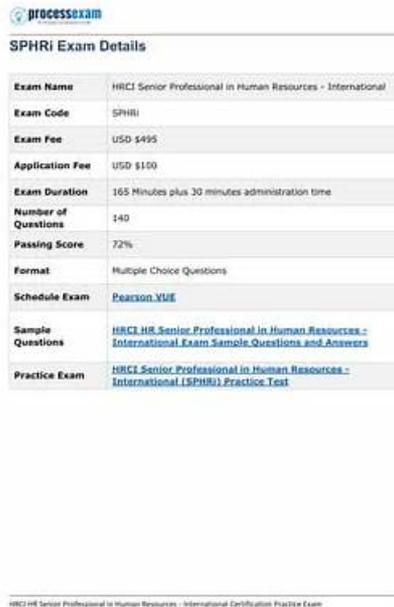


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Exam Name	HRCI Senior Professional in Human Resources - International
Exam Code	SPHRi
Exam Fee	USD \$495
Application Fee	USD \$100
Exam Duration	165 Minutes plus 30 minutes administration time
Number of Questions	140
Passing Score	72%
Format	Multiple Choice Questions
Schedule Exam	Pearson XUE
Sample Questions	HRCI HR Senior Professional in Human Resources - International Exam Sample Questions and Answers
Practice Exam	HRCI Senior Professional in Human Resources - International (SPHRi) Practice Test

At the bottom of the page, there is a small footer: "HRCI HR Senior Professional in Human Resources - International Certification Practice Exam 7".

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HRCI Senior Professional in Human Resources - International Sample Questions (Q73-Q78):

NEW QUESTION # 73

What would indicate that a company's business manager has a global mindset?

- **A. The manager is not afraid of change and welcomes it.**
- B. The manager recommends a cultural seminar to the staff.
- C. The manager trusts that the company's structure will produce the desired results.
- D. The manager has experience applying headquarter policies to subsidiaries.

Answer: A

Explanation:

One characteristic of someone who acquired a global mindset is that they are not afraid of change and uncertainty. They welcome it and see it as a chance for improvement.

NEW QUESTION # 74

Which of the following retention strategies would be most effective for a human resources professional to leverage in an effort to reduce the turnover rates of valuable seasoned employees?

- **A. Internal mobility**
- B. Streamlined onboarding
- C. Remote work
- D. Job description review

Answer: A

Explanation:

Streamlined onboarding is a valuable retention tool for newly hired employees who are just being introduced to the organization. Remote work may be a valuable perk or working condition for some employees, but it is not a one-size-fits-all strategy nor is it feasible for all positions or organizations. Job description reviews can be useful during job analysis processes, but if an employee has taken on responsibilities and grown in their role to the point of a job description review, leveraging internal mobility is a more impactful way to recognize the value the employee brings to the organization. Recognition for value added and a job well done in the form of a promotion or other career enhancement encourages employees to stay and continue to grow within the organization.

NEW QUESTION # 75

Which of the following statements about unions is true?

- A. Unions may require employers to terminate anti-union employees.
- **B. Unions may not participate in secondary boycotts.**
- C. Unions may picket even where another union is the legal bargaining representative.
- D. Unions may not be held liable for coercive acts by union members.

Answer: B

Explanation:

Unions may not participate in secondary boycotts. A secondary boycott occurs when the union tries to make the employer stop doing business with a third party. The other answer choices are false statements.

NEW QUESTION # 76

To convey the initial message and all subsequent communication, your plan is to issue updates through a variety of mediums. What technique would likely be the LEAST effective method of relaying important information to employees?

- A. Posting updates on an electronic bulletin board
- B. Attending department-wide meetings and giving verbal updates
- C. Mailing out a printed newsletter to employees' homes
- D. Sending emails

Answer: C

Explanation:

Given the fact that this is a high-tech digital company, a printed newsletter would likely be the least effective. Newsletters mailed to employee's homes are generally best for messages that need to be delivered to employee's spouses and/or family members, such as open enrollment for benefits or retirement plan updates.

NEW QUESTION # 77

Which of the following types of employee rating systems usually results in rating employees along a bell curve?

- A. Paired comparison
- B. Nominal scale
- C. Forced distribution
- D. Ranking

Answer: C

Explanation:

A forced distribution usually results in rating employees along a bell curve. In a paired comparison, each employee's performance is viewed in the context of another employee's performance. A ranking system is usually better for a smaller group of employees but can be difficult to organize with a larger group. A nominal scale is not recognized as a type of employee rating system.

NEW QUESTION # 78

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