

# Examcollection SPHR Vce - SPHR Certification Sample Questions

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## **SPHR Certification questions with correct answers**

Salary midpoints - Answer What point are salary minimum and maximums built from?

(ch. 10)

Employers can use to plan development opportunities for talented employees - Answer Why would an employer consider helping employees develop career portfolios? (Ch. 4)

HR audit - Answer What is an evaluation of how well the human resource department is performing its responsibilities and meeting its objectives called? (Ch. 2)

Reliability - Answer The ability of an instrument to measure consistently is called what? (Ch. 3)

Sourcing - Answer The process used to gather names of candidates in active and passive labor markets is known as \_\_\_\_\_. (Ch. 3)

Preemployment tests - Answer Which preemployment tool is designed to identify the characteristics of candidates? (Ch. 8)

A Mission Statement - Answer A statement that identifies the course that management has charted for the future and the associated activities that the organization intends to pursue is called what? (Ch. 2)

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In the such a brilliant era of IT industry in the 21st century competition is very fierce. Naturally, HRCI Certification SPHR Exam has become a very popular exam in the IT area. More and more people register for the exam and passing the certification exam is also those ambitious IT professionals' dream.

The Professional in Human Resources (SPHR) certification is a highly esteemed credential for HR professionals that validates their knowledge and expertise in the field. The Professional in Human Resources (SPHR) certification is offered by the Human Resource Certification Institute (HRCI), which is a globally recognized HR certification organization. The SPHR exam measures an individual's ability to design and implement HR programs, policies, and strategies that align with an organization's goals and objectives.

The SPHR certification is a valuable credential for HR professionals who want to advance their careers and demonstrate their expertise in the field. It is recognized by employers around the world as a mark of excellence in the HR field and can open up new career opportunities and higher salaries. With its rigorous requirements and comprehensive coverage of HR topics, the SPHR Certification Exam is a challenging but rewarding path for HR professionals who want to take their careers to the next level.

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.

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### HRCI The Professional in Human Resources (SPHR) Sample Questions (Q114-Q119):

#### NEW QUESTION # 114

Which of the following is the amount of compensation that the employer and the employee agree will be paid for the performance of particular duties?

- A. Seniority-based compensation
- B. **Base pay**
- C. Performance-based pay
- D. Pay differential

**Answer: B**

Explanation:

Explanation/Reference:

Answer option D is correct.

Chapter: Compensation and Benefits

Objective: Compensation

#### NEW QUESTION # 115

Which of the following is a process that occurs due to mergers, outsourcing or changing business needs?

- A. Voluntary exit
- B. Outplacement
- C. Plant closing
- D. **Involuntary exit**

**Answer: D**

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

An involuntary exit is a process that occurs due to mergers, outsourcing or changing business needs. It also occurs due to terminations for cause, such as performance problems, etc.

Answer option D is incorrect. Plant closing is an act of shutting down the operation of a plant.

Answer option C is incorrect. In the voluntary exit, employees leave the organization by either resigning or retiring.

Answer option A is incorrect. Outplacement is a term used to describe efforts made by a downsizing company to help former employees through the transition to new jobs and helps them re-orientate to the job market.

Chapter: Workforce Planning and Employment

Objective: Organization Exit/Off-Boarding Processes

#### NEW QUESTION # 116

Beth is a HR Professional for her organization and she's discussing the risk of growing her organization's business. What is risk and why would it be considered in HR for organizational growth?

- A. Risk is a negative event that an organization must consider when adding new employees to grow a company.
- B. **Risk is an uncertain event or condition that may help or hinder an organization. Adding employees can help positive risks or**

amplify negative risk events.

- C. Risk is an adverse event that can halt, hinder, or hurt the objectives of a business.
- D. Risk is an uncertain event or condition that can have a positive or negative effect on the goals of an organization.

**Answer: B**

Explanation:

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

Objective: Risk Identification

### **NEW QUESTION # 117**

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

**Answer: C**

Explanation:

Section: Volume F

Explanation/Reference:

Answer option A is correct.

Chapter: Compensation and Benefits

Objective: Compensation

### **NEW QUESTION # 118**

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

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

**Answer: C**

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

### **NEW QUESTION # 119**

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