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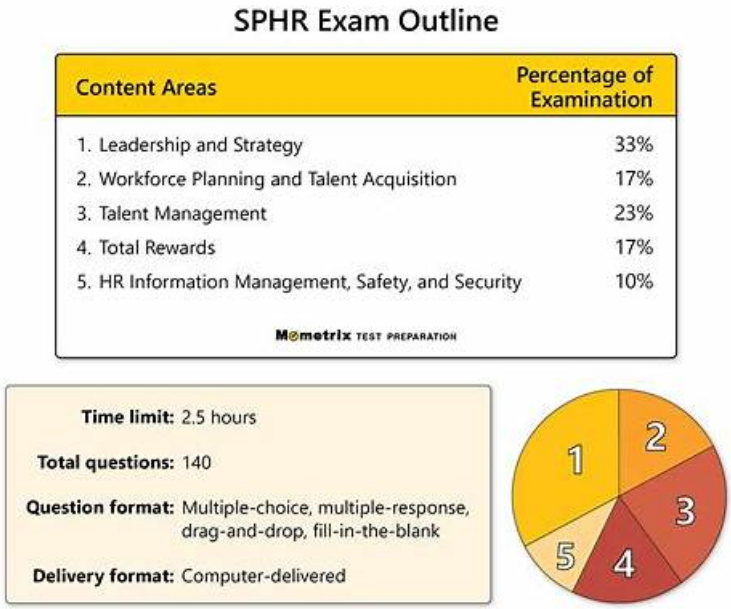

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The SPHR exam consists of 150 multiple-choice questions that cover six functional areas of HR management: business management, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management. SPHR exam is challenging and requires a thorough understanding of HR principles and practices, as well as the ability to apply them in real-world scenarios. Candidates must have at least 4 years of experience in an HR role to be eligible for the SPHR certification, and passing the exam is a significant achievement that can lead to career advancement and increased earning potential.

2. PHR/SPHR Professional in Human Resources Certification All-in-One Exam Guide by Dory Willer & William Truesdell

Now, this is another valuable tool that gives complete coverage of the HR skills in an easy-to-understand format. Written by proven HR professionals, this is an authoritative guide that's designed to help you achieve much more than just demonstrating your skills. With this material, you will be well versed with virtually all HR concepts and the skills required to implement and manage HR practices. In addition, you will find insightful chapter reviews throughout the course, practice test questions, and detailed explanations for the topic area. When all is said and done, you will have mastered just about everything there's to know about the SPHR functional areas including business management, leadership and strategy, total rewards, employee & labor relations, and talent planning alongside acquisition. The best part? The latest version of this book now includes over 300 practice test questions for a fruitful learning experience.

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The Professional in Human Resources (SPHR) certification is an advanced-level credential that is designed for HR professionals who have extensive experience in the field. The Professional in Human Resources (SPHR) certification is offered by the Human Resources Certification Institute (HRCI), which is the leading provider of HR certifications worldwide. The SPHR Certification is a globally recognized credential that demonstrates an individual's mastery of HR principles and practices.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q256-Q261):

NEW QUESTION # 256
You are leading a brief presentation for your company about the ERISA program your company participates in.
What is ERISA used for?

- A. It protects the workers of employee compensation plans
- B. It protects private organizations that have profit sharing plans for employee compensation
- C. It protects the interests of those who participate in employee benefit plans
- D. It allows private organizations to create investments for workers in profit-sharing plans

Answer: C

Explanation:
Section: Volume C
Explanation/Reference:
Answer option B is correct.
ERISA is the Employee Retirement Income Security Act established in 1974. It protects the interests of those who participate in employee benefit plans. The plan established minimum participation and vesting standards for retirement plans.
Answer options D, A, and C are incorrect. These are not good definitions of the Employee Retirement Income Security Act.
Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.
Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.
Chapter: Compensation and Benefits
Objective: Benefits

NEW QUESTION # 257
What is an employer's responsibility when workplace conditions pose a threat to an unborn child?

- A. Allow only sterile employees to work in jobs that pose a threat to unborn children.
- B. Move the employee into a different job that does not pose a threat to the unborn child.
- C. Advise the employee of the potential threat, and allow the employee to make the decision.
- D. Do nothing. It is up to employees to protect their unborn children.

Answer: C

Explanation:
Section: Volume D
Explanation/Reference:
Answer option C is correct.
The Supreme Court determined in Automobile Workers v. Johnson Controls, Inc. that it is the responsibility of prospective parents to protect their unborn children. Although employers must provide information about potential hazards, the employer may not decide for the employee whether to work in a job that poses a risk to an unborn child. See Chapter 8 for more information.
Chapter: Risk Management
Objective: Risk Identification

NEW QUESTION # 258
Which employee growth and assessment program is characterized by performance objectives?

- A. Management by objectives (MBO)
- B. Behavioral-based performance assessment
- C. Continuous-feedback program

- D. Skills-based performance assessment

Answer: A

Explanation:
Explanation/Reference:
Answer option B is correct.
The first three choices are all employee growth and assessment programs. Behavioral-based performance assessment (D) focuses on behaviors, whereas skills-based performance assessment (C) focuses on skills. MBO programs measure the successful attainment of objectives. The continuous-feedback program (A) is a performance management program.
Chapter: Human Resource Development
Objective: Review Questions

NEW QUESTION # 259
Which of the following refers to the process of attracting, screening, and selecting qualified people for a job at an organization?

- A. Recruitment
- B. HR audit
- C. Green circle
- D. Straight-line operation

Answer: A

Explanation:
Section: Volume B
Explanation/Reference:
Answer option B is correct.
Recruitment refers to the process of attracting, screening, and selecting qualified people for a job at an organization or firm. For some components of the recruitment process, mid- and large-size organizations often retain professional recruiters or outsource some of the process to recruitment agencies.
Answer option A is incorrect. An HR audit identifies practice areas in an organization that are working well and those that may be out of compliance with legal requirements.
Answer option D is incorrect. Green circle refers to salaries that are below the minimum of the salary range.
Answer option C is incorrect. A straight-line operation refers to two businesses that perform operations complementing each other.
Reference:"http://en.wikipedia.org/wiki/Recruitment"
Chapter: Workforce Planning and Employment
Objective: Staffing Programs

NEW QUESTION # 260
As a Senior HR Professional you often have to participate in strategic planning for your department and organization. Strategic planning has four phases to its completion. Which of the following is not one of the four phases of strategic planning?

- A. Establish a foundation for the strategy
- B. Develop the strategic plan
- C. Close the strategic plan
- D. Implement the strategic plan

Answer: C

Explanation:
Section: Volume D
Explanation/Reference:
Answer option A is correct.
The four phases of strategic planning are: Establish a foundation for the strategy, develop the strategic plan, implement the strategic plan, and evaluate the plan, process, and performance.
Answer options B, C, and D are incorrect. Establish a foundation for the strategy, develop the strategic plan, and implement the strategic plan are among the four phases of strategic planning.
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: Strategy

NEW QUESTION # 261
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