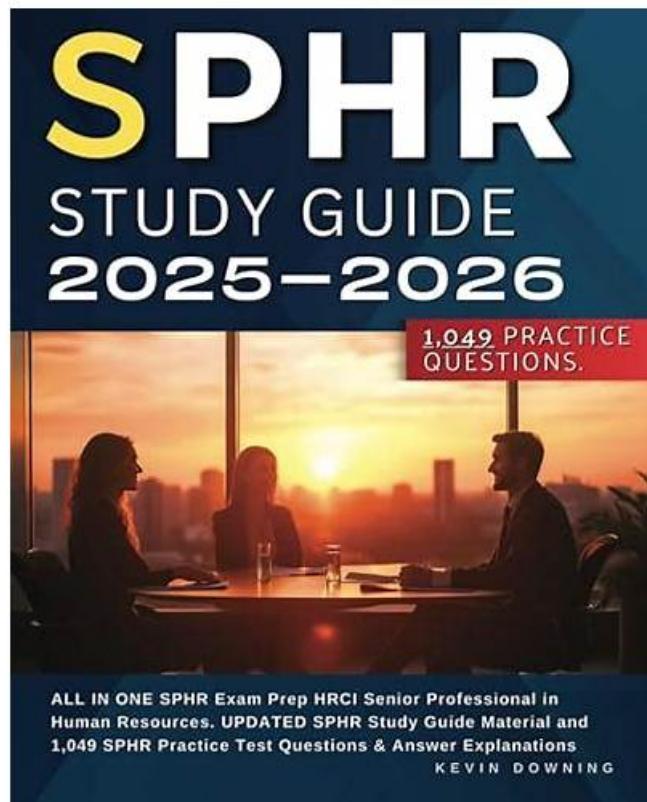


SPHR Latest Material - Free PDF 2026 First-grade SPHR: PDF The Professional in Human Resources (SPHR) Download



2026 Latest ExamsLabs SPHR PDF Dumps and SPHR Exam Engine Free Share: <https://drive.google.com/open?id=1rRzJFJQqM0Tc3WE3cXaMlcKLXNrFOec>

Our SPHR exam guide is suitable for everyone whether you are a business man or a student, because you just need 20-30 hours to practice it that you can attend to your exam. There is no doubt that you can get a great grade. If you follow our learning pace, you will get unexpected surprises. Only when you choose our SPHR Guide Torrent will you find it easier to pass this significant examination and have a sense of brand new experience of preparing the SPHR exam.

Topics of HRCI SPHR Certification Exam

Candidates must know the exam topics before they start of preparation. Because it will really help them in hitting the core. Our **HRCI SPHR exam dumps** will include the following topics:

- Risk management (7%) This domain aims to provide a safe and secure work environment.
- Human resources development (19%) The training and development part of the exam focuses on performance evaluations, performance management, etc.
- Compensation and benefits (13%) Compensation and benefits are of paramount importance to employees and what this test area focuses on.
- Business management and strategy (30%) This section focuses on mission and values, vision, policy formulation, leadership and important changes and other areas.
- Employees and labor relations (14%) This area focuses on maintaining strong relationships in the workplace.

The benefit in Obtaining the HRCI SPHR Certification Exam

According to HRCI, one in two recruiters prefers candidates with a human resources certification. With a PHR or SPHR certification, a human resources professional will stand out from other candidates and potentially receive preference over candidates without certification. The certification also shows commitment and knowledge of the sector.

More than 130,000 human resources professionals worldwide are certified and, upon obtaining certification, an individual connects to this network of professionals. Of the 130,000 certified human resources professionals, 8% hold positions in PV and others, 21% are directors, 33% are managers and 38% hold specialized positions.

>> SPHR Latest Material <<

Three HRCI SPHR Exam Questions Formats - Make Your Exam Preparation Easy

There are three different versions provided by our company. Every version is very convenient and practical. The three different versions of our SPHR study torrent have different function. Now I am willing to show you the special function of the PDF version of SPHR test torrent. If you prefer to read paper materials rather than learning on computers, the PDF version of our SPHR Guide Torrent must be the best choice for you. Because the study materials on the PDF version are printable, you can download our SPHR study torrent by the PDF version and print it on papers.

For more info visit:

HRCI SPHR Exam Reference

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q127-Q132):

NEW QUESTION # 127

Which of the following is designed to give students opportunities to gain experience in their chosen fields prior to graduation?

- A. Internship program
- B. Merger
- C. Job sharing
- D. Outsourcing

Answer: A

Explanation:

Explanation/Reference:

Answer option D is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 128

John earns \$45,200 per year as a mechanic in your organization. The \$42,500 per year does not include earnings John may have through shift differentials, benefits, overtime, incentives, and bonuses. Which one of the following terms best describes the \$45,200 per year that John earns?

- A. Hygiene factor pay
- B. Variable pay
- C. Base pay
- D. Market-demand pay

Answer: C

Explanation:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

John's base pay is the fixed rate of pay he earns for performing his job in your organization.

Answer option A is incorrect. Variable pay is the total pay John earns through variable programs, such as commissions or bonuses.

Answer option B is incorrect. This isn't a valid term for employee compensation.

Answer option D is incorrect. Market-demand describes the market average for pay, for someone in John's role as a mechanic.

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: Compensation

NEW QUESTION # 129

A high-involvement organization is an example of what type of OD intervention?

- A. Human process
- B. **Techno-structural**
- C. Strategic
- D. Human resource management

Answer: B

Explanation:

Explanation/Reference:

Answer option B is correct.

Techno-structural interventions address issues of how work gets done in an organization. A high- involvement organization is one in which employees at all levels are involved in making decisions about how work is accomplished. Human-process interventions (D) are designed to build competencies at the individual level of the organization. HRM interventions (C) focus on HR processes and programs such as selection procedures or performance management that address individual employee needs. Strategic interventions (A) are used to execute changes to an organization's vision, mission, or values. See Chapter 5 for more information.

Chapter: Human Resource Development

Objective: Organization Development

NEW QUESTION # 130

Which of the following is comprised of any employee payments not associated with wages and salaries?

- A. Monetary compensation
- B. **Indirect compensation**
- C. Non-monetary compensation
- D. Direct compensation

Answer: B

Explanation:

Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 131

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position. One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A. Disparate impact
- B. **Disparate treatment**
- C. Accommodation

- D. Perpetuating past discrimination

Answer: B

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

Technically this is an example of disparate treatment. Fran has treated this applicant differently than the other applicants because the person says he speaks Spanish.

Answer option A is incorrect. There is no evidence of past discrimination in this example to make this choice correct.

Answer option B is incorrect. The disparate impact happens when a seemingly neutral policy has a disproportionately negative effect on the protected class.

Answer option D is incorrect. Accommodation is not a valid term for this scenario.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2, Chapter Four: Workforce Planning and

Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-

586-44149, Section III, The US HR Body of Knowledge

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 132

• • • • •

PDF SPHR Download: <https://www.examslabs.com/HRCI/HRCI-Certifications/best-SPHR-exam-dumps.html>

P.S. Free 2026 HRCI SPHR dumps are available on Google Drive shared by ExamsLabs: <https://drive.google.com/open?id=1rRzJFJQqM0Tc3WE3cXaMlcKLXNrFOec>