HRCI SPHR VCE & SPHR exam simulator

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What is the duration, language, and format of HRCI SPHR Certification Exam

- Number of Questions: 150
- Length of Examination: 3 hours
- Passing score: 500/700
- Format: Multiple choices, multiple answers
- Language: English (also available in Spanish - Castilian)

The SPHR certification exam covers a wide range of HR topics, including business leadership and strategy, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management. SPHR Exam consists of 150 multiple-choice questions, and candidates have three hours to complete the exam. The questions are designed to test not only the candidate's knowledge of HR concepts and principles but also their ability to apply that knowledge to real-world HR situations. Passing the SPHR certification exam demonstrates a high level of HR expertise and can lead to career advancement opportunities and increased earning potential.

>> SPHR Regualer Update <<

SPHR Test Labs, SPHR New Guide Files

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q154-Q159):

NEW QUESTION # 154
Which of the following refers to the ability of a team to share and build upon their ideas without holding anything back?

- A. Mental model
- B. Personal mastery
- C. Systems thinking
- D. Team learning

Answer: D

Explanation:
Explanation/Reference:
Answer option B is correct.
Chapter: Human Resource Development
Objective: Organization Development

NEW QUESTION # 155
Which of the following Acts was the first federal legislation to regulate minimum wages?

- A. Davis Bacon Act
- B. Walsh Healy Public Contracts Act
- C. Fair Labor Standards Act
- D. Service Contract Act

Answer: A

Explanation:
Explanation/Reference:
Answer option C is correct.
Chapter: Core Knowledge Requirements for HR Professionals
Objective: Employee Records Management

NEW QUESTION # 156
All of the following statements about employment at-will are true except which one?

- A. The employer may terminate the employee at any time for any reason.
- B. The employer may withdraw an offer of employment after the employee has accepted the position and resigned another job.
- C. The employee may resign at any time, with or without notice.
- D. The employer may terminate the employee for cooperating with an SEC investigation.

Answer: D

Explanation:
Explanation/Reference:
Answer option B is correct.
The public-policy exception to the at-will doctrine prevents an employer from terminating an employee who is cooperating in a government investigation of wrongdoing. Options D and B are elements of at-will employment. Option C would also be allowed based on the at-will doctrine but could be affected by other common-law doctrines.
Chapter: Employee and Labor Relations
Objective: Review Questions

NEW QUESTION # 157

Which of the following refers to salaries that are below the minimum of the salary range?

- A. Base pay
- B. Salary survey
- C. Gross pay
- D. Green circle

Answer: D

Explanation:

Answer option C is correct.Green circle refers to salaries that are below the minimum of the salary range.Answer option D is incorrect. Gross pay is the amount earned by an employee before taxes are not paid.Answer option A is incorrect. Base pay is the foundation of an employer's compensation program because it reflects the value placed on individual jobs by the organization.Answer option B is incorrect. A salary survey is used to determine current market trends and competition for different skills and knowledge and to assist the employer in setting pay levels. Chapter: Compensation and Benefits Objective: Total Rewards Defined

NEW QUESTION # 158

Human resource professionals are likely to use third-party contracts when doing which of the following?

- A. Writing the employee handbook
- B. Conducting a job evaluation
- C. Hiring a temporary employee
- D. Hiring a full-time executive

Answer: C

Explanation:

Answer option D is correct.In a third-party contract, some or all of the work is performed by an individual who is not a party to the contract. There are many examples of third-party contracts in business; perhaps the best known for HR professionals is an agreement with a temp agency in which the company agrees to pay the temp agency for services provided by an employee of the agency. See Chapters 2 and 4 for more information. Chapter: Core Knowledge Requirements for HR Professionals Objective: Third-Party Contract Management

NEW QUESTION # 159

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