

# Braindumps SPHR Downloads - Valid SPHR Test Sims



Our SPHR exam questions boost 3 versions: PDF version, PC version, APP online version. You can choose the most suitable version of the SPHR study guide to learn. Each version of SPHR training prep boosts different characteristics and different using methods. For example, the APP online version of SPHR Guide Torrent is used and designed based on the web browser and you can use it on any equipment with the browser. It boosts the functions of exam simulation, time-limited exam and correcting the mistakes.

The SPHR Exam covers a wide range of HR topics, including strategic management, employee relations, compensation and benefits, talent development, and more. SPHR exam consists of 170 multiple-choice questions and is timed at three hours. The SPHR certification is a mark of distinction that demonstrates an HR professional's mastery of the field and commitment to ongoing professional development. Holding this certification can open doors to new career opportunities, increased salary potential, and greater recognition within the HR community.

[\*\*>> Braindumps SPHR Downloads <<\*\*](#)

## Valid HRCI SPHR Test Sims - SPHR Valid Test Review

After the user has purchased our SPHR learning materials, we will discover in the course of use that our product design is extremely scientific and reasonable. Details determine success or failure, so our every detail is strictly controlled. For example, our learning material's Windows Software page is clearly, our SPHR Learning material interface is simple and beautiful. There are no additional ads to disturb the user to use the SPHR learning material. Once you have submitted your practice time, SPHR learning Material system will automatically complete your operation.

### **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q157-Q162):**

#### **NEW QUESTION # 157**

A corporate manager regularly participates in discussion boards with a group of peers and one-on-one emails with a development specialist. He is mostlikely engaged in which of the following development activities?

- A. Peer-to-peer coaching
- B. Mentoring
- **C. Virtual coaching**
- D. Leadership coaching

**Answer: C**

Explanation:

Explanation/Reference:

Answer option D is correct.

Virtual coaching is one method of leadership development. Used as part of overall coaching activities, it employs multiple sources of electronic media to reinforce management development. See Chapter 5 for more information. Mentoring (A), Peer to peer (B) and Leadership coaching (C) all primarily take place in a face-to-face setting.

Chapter: Human Resource Development

**NEW QUESTION # 158**

One purpose of a diversity initiative is to do what?

- A. Increase the effectiveness of the workforce
- B. Increase the organization's ability to attract customers
- C. Increase workplace creativity
- D. All of the above

**Answer: A**

Explanation:

Answer option D is correct. The purpose of a diversity initiative is to increase the effectiveness of an already diverse workforce by educating the employee population about the benefits of a diverse workforce, which includes increased creativity (C) and an enhanced ability to attract customers (A). See Chapter 2 for more information. Chapter: Human Resource Development Objective: Unique Employee Needs

**NEW QUESTION # 159**

Calculate the training cost per employee using the following data: \$2,000 for the training design and facilitator; \$2,500 for the facility; 20 full-time employees (40 hours per week) and 10 part-time employees (20 hours per week).

- A. \$300
- B. \$150
- C. \$200
- D. \$180

**Answer: D**

Explanation:

Answer option C is correct. Training cost per employee is calculated by dividing the total of all associated training costs by the number of full-time equivalent employees. The proper calculation is \$4,500 divided by 25 full-time equivalent employees. Chapter: Human Resource Development Objective: Review Questions

**NEW QUESTION # 160**

John is the HR Professional for his organization. He is interviewing Sally for a sales position, and he has asked Sally to provide an instance of how she worked with a tough customer in the past, how she resolved the situation, and what the outcome of the experience was. This is what type of interviewing technique?

- A. Directive interview
- B. Stress interview
- C. Behavior-based interview
- D. Prescreen interview

**Answer: C**

Explanation:

Answer option C is correct. This is a classical example of the behavior-based interview. Sally will need to tell a story to John about her past experiences with a difficult customer and what the outcome of the situation was. Answer option B is incorrect. A stress interview deliberately creates a stressful environment to test the candidate's response in the stress. Answer option A is incorrect. A prescreen interview is used to determine which candidates qualify for the job requirements and to make decisions if additional interviews are needed. Answer option D is incorrect. A directive interview is where the HR Professional controls the interview process through a predefined set of questions for all interviewees. Chapter: Workforce Planning and Employment Objective: Staffing Programs

**NEW QUESTION # 161**

The lawsuit Oncale v. Sundowner Offshore Service, Inc. is a unique sexual harassment case. What was the relevance of this case which makes it unique to human resource professional?

- A. It is the first sexual harassment case that awarded a woman over \$1,000,000.
- B. It is a sexual harassment case that was actually a fictitious account of harassment.
- C. It is a sexual harassment case that was brought about by a man being harassed by men.
- D. It is a sexual harassment case that was brought about by a man being harassed by women.

**Answer: C**

### Explanation:

### Explanation/Reference:

Answer option D is correct.  
The *Oncale v. Sundowner Offshore Service, Inc.* is the Supreme Court case that found that sexual harassment under Title VII was

written to protect women, should be applicable to both sexes.  
Answer options B, A, and C are incorrect. These aren't valid answers for the case. It was a lawsuit that centered on a man being

sexually harassed by other men in the workforce.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5.  
Chapter 7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-596-44142-4. Section III: The ICD-10-CM, ICD-10-PCS, and ICD-10-CM for DMEs.

586-44149-4, Section III, The US Body

## Chapter: Employee and Labor Relations Objective: Federal Employment Legislation

### NEW QUESTION # 162

100

Our SPHR study question has high quality. So there is all effective and central practice for you to prepare for your test. With our professional ability, we can accord to the necessary testing points to edit SPHR exam questions. It points to the exam heart to solve your difficulty. With a minimum number of questions and answers of SPHR Test Guide to the most important message, to make every user can easily efficient learning, not to increase their extra burden, finally to let the SPHR exam questions help users quickly to pass the exam.

**Valid SPHR Test Sims:** <https://www.actualtorrent.com/SPHR-questions-answers.html>

- Trustable Braindumps SPHR Downloads - 100% Pass SPHR Exam □ The page for free download of ➡ SPHR □ on ► www.prep4away.com ▲ will open immediately ♦ New SPHR Test Materials
- Braindumps SPHR Downloads Exam Reliable HRCI Certifications | Valid SPHR Test Sims □ Search for [ SPHR ] and download it for free immediately on ➤ www.pdfvce.com □ □ Certification SPHR Training
- New SPHR Test Blueprint □ SPHR Reliable Dumps Pdf □ Exam SPHR Tutorials □ Download □ SPHR □ for free by simply searching on 【 www.prep4sures.top 】 □ New SPHR Test Materials
- Reliable SPHR Guide Dumps: The Professional in Human Resources (SPHR) - SPHR Test Prep Materials - Pdfvce □ ▷ www.pdfvce.com ▲ is best website to obtain ➡ SPHR □ for free download □ SPHR Valid Test Registration
- Certification SPHR Training □ Certification SPHR Training □ SPHR Technical Training □ Open ✨ www.practicevce.com □ ✨ □ enter { SPHR } and obtain a free download ✨ SPHR Practice Exams Free
- Latest SPHR Exam Preparation □ SPHR Reliable Dumps Pdf □ New SPHR Test Blueprint □ Go to website 《 www.pdfvce.com 》 open and search for ➡ SPHR □ to download for free □ Certification SPHR Training
- Latest SPHR Test Pass4sure □ Latest SPHR Exam Preparation □ SPHR Reliable Test Notes □ Simply search for □ SPHR □ for free download on ✓ www.troytecldumps.com □ ✓ □ SPHR Technical Training
- Exam SPHR Pass4sure □ SPHR Valid Exam Sims □ SPHR Practice Exams Free □ Open { www.pdfvce.com } enter 《 SPHR 》 and obtain a free download □ Reliable SPHR Test Blueprint
- SPHR Free Practice □ Exam SPHR Tutorials □ SPHR Valid Exam Sims □ Simply search for ➤ SPHR ▲ for free download on ➡ www.verifieddumps.com □ □ Reliable SPHR Cram Materials
- Trustable Braindumps SPHR Downloads - 100% Pass SPHR Exam □ Go to website 《 www.pdfvce.com 》 open and search for ( SPHR ) to download for free □ SPHR Materials
- Trustable Braindumps SPHR Downloads - 100% Pass SPHR Exam □ Open website 《 www.prepawayete.com 》 and search for ( SPHR ) for free download □ SPHR Valid Exam Sims
- www.stes.tyc.edu.tw, edminds.education, www.stes.tyc.edu.tw, www.stes.tyc.edu.tw, www.stes.tyc.edu.tw, www.stes.tyc.edu.tw, myportal.utt.edu.tt, test.siteria.co.uk, bbs.t-firefly.com, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt

myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, Disposable vapes