

# Best Way to Pass HRCI SPHR Certification Exam

WORKology	HRCI		
	aPHR	PHR	SPHR
Weighted exam scoring	X	X	X
Virtual testing	X	X	X
In person testing	X	X	X
Non-scoring test questions	X	X	X
Survey questions as part of the exam	X	X	X
Body of applied skills and knowledge			
Body of applied knowledge	X	X	X
Exam length is 1 1/2 hour	X		
Exam length is 2 1/2 hours		X	X
Exam length is 4 hours			
160 exam questions			
140 exam questions		X	X
100 exam questions	X		
Continuing education required to maintain exam	X	X	X

BONUS!!! Download part of ExamcollectionPass SPHR dumps for free: <https://drive.google.com/open?id=1QDCanh8wiXMG50tYVQpZOoQCqGazPQIJ>

We try our best to provide the most efficient and intuitive learning methods to the learners and help them learn efficiently. Our SPHR study materials provide the instances, simulation and diagrams to the clients so as to they can understand them intuitively. Based on the consideration that there are some hard-to-understand contents we insert the instances to our SPHR Study Materials to concretely demonstrate the knowledge points and the diagrams to let the clients understand the inner relationship and structure of the knowledge points.

Our The Professional in Human Resources (SPHR) (SPHR) practice exam can be modified in terms of length of time and number of questions to help you prepare for the HRCI real test. We're certain that our SPHR Questions are quite similar to those on SPHR real exam since we regularly update and refine the product based on the latest exam content.

>> Accurate SPHR Answers <<

## Avoid Failure in Exam By Using HRCI SPHR Questions

ExamcollectionPass provide people a relatively short period of time with a great important SPHR Exam tool to pass the qualification test. If someone choose the our high efficiency exam tool, our reliable SPHR dump can help users quickly analysis in the difficult point, high efficiency of review, and high quality through the exam, work for our future employment and increase the weight of the promotion, to better meet the needs of their own development.

## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q30-Q35):

### NEW QUESTION # 30

One of the requirements of the Uniformed Services Employment and Reemployment Rights Act of 1994 is that employers must grant a leave of absence for military service. Typically, how long must an employer grant leave to the individual for military service?

- A. Two weeks
- B. One year
- C. Seven years
- D. Five years

**Answer: D**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option B is correct.

The employer must grant coverage for up to five years for the individual. There are certain conditions that can extend the coverage beyond five years, but this is the typical amount.

Answer option D is incorrect. Two weeks is not a valid answer for this question.

Answer option C is incorrect. One year is not valid, as the correct amount is five years.

Answer option A is incorrect. The typical leave is up to five years, though there are some conditions that may require the leave beyond five years.

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: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

### NEW QUESTION # 31

Mary is in an interview with the BAH Company and she asks the company about the stability of the company and its future plans. Tom, the interviewer, assures Mary that the company is solid and has long-term plans for growth and opportunity. Tom, however, knows that the plant and position that Mary is interviewing for will be closed in six months. Tom offers Mary the position of plant manager because he needs someone to manage the facility until they close the plant, but he doesn't tell Mary of his plans. This is an example of which of the following?

- A. Fraudulent misrepresentation
- B. Defamation
- C. Constructive discharge
- D. Respondeat superior

**Answer: A**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option B is correct.

Tom is committing fraudulent misrepresentation as Mary has asked about the well-being of the company.

Tom knows the plant will be closing and just needs a manager for the plant for the next six months. He hires Mary without telling her this news and implies that the company has a commitment to Mary for a long time.

Answer option C is incorrect. A constructive discharge is a workplace environment which is so hostile that the employee feels obligated to quit.

Answer option D is incorrect. The Latin phrase respondeat superior means "let the master answer." It means the employer can be held liable for the actions of the employee.

Answer option A is incorrect. Defamation happens when an employer or employee tries to defame the reputation of the other during or after a termination process. For example, an employer may give negative references about the terminated employee.

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: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

### NEW QUESTION # 32

Virginia is the HR Professional for her organization and she is reviewing the details of the Age Discrimination in Employment Act (ADEA) of 1967. She tells John, one of her staff members, that the ADEA prohibits discrimination on the basis of age for employees and job applicants who are above a certain age. What age does the ADEA apply to employees and job applicants?

- A. 50 and above
- B. All people regardless of their age
- C. 40 and above
- D. 30 and above

**Answer: C**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option B is correct.

The ADEA applies to all people of age 40 and above. There is no cap on the age limit of the ADEA.

Answer options D, C, and A are incorrect. The ADEA applies only to people of age 40 and above.

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 # 33

Which of the following scenarios are considered Fair Labor Standards Act (FLSA) violations? (Select TWO options.)

- A. Not paying a new manager for two days' absence due to a personal emergency
- B. An employee is not paid for arriving 10 minutes early to be ready for shift change
- C. Paying two times the employee's regular wage for overtime hours worked
- **D. Automatic wage deductions from an exempt employee's salary for half-day absence**
- **E. Not paying overtime to an office clerk who clocked out but continued to work through lunch**

**Answer: D,E**

Explanation:

\* A: Deductions from exempt employees for partial-day absences violate FLSA, which requires salaried exempt employees be paid their full salary regardless of hours worked, with few exceptions.

\* C: Employers must pay for all hours worked, even if the employee stays late or skips a break unapproved- "suffered or permitted to work" under FLSA.

Extract from HRCI-aligned HR knowledge (Risk Management):

SPHR-level compliance includes "applying wage and hour laws to ensure proper classification, compensation, and time tracking."

FLSA violations often stem from misinterpreting exempt rules or meal period work time.

### NEW QUESTION # 34

If an employer ignores stress in employees what symptom are employees likely to develop?

- A. Turnover
- B. De-motivation
- C. Tumors
- **D. Burnout**

**Answer: D**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

Burnout is a symptom that can further erode performance because of stress in employees. Employers must recognize stress and address the issues caused by stress. Although burnout is work-related, most responsibility for burnout currently rests on the individual worker in the United States, as well as the individual company, as it is in a company's best interest to ensure burnout doesn't occur. The NIOSH outlines an approach in their booklet "Stress at Work." Answer option D is incorrect. De-motivation may occur, but burnout is the preferred terminology.

Answer option B is incorrect. Approximately 40 percent of turnover is due to stress, but turnover is not necessarily a symptom of an employee.

Answer option A is incorrect. Stress may cause tumors, though there are more complicated health matters that contribute to this symptom. The best answer is burnout.

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 Assessment

## NEW QUESTION # 35

.....

You may think choosing SPHR practice materials at the first time is a little bit like taking gambles. However, you can be assured by our SPHR learning quiz with free demos to take reference, and professional elites as your backup. They are a bunch of censorious elites who do not compromise on any errors happened on our SPHR Training Materials. So their accuracy rate is unbelievably high and helped over 98 percent of exam candidates pass the SPHR exam.

**Valid SPHR Exam Objectives:** <https://www.examcollectionpass.com/HRCI/SPHR-practice-exam-dumps.html>

Both Valid SPHR Exam Objectives - The Professional in Human Resources (SPHR) practice exams track your performance and help to overcome mistakes. Take this situation into consideration, we offer SPHR free demo questions for you to free try. These questions on SPHR Bootcamp pdf are selected by our professional expert team and are designed to not only test your knowledge and ensure your understanding about the technology about HRCI The Professional in Human Resources (SPHR) but also mater the questions and answers similar with the real test, HRCI Accurate SPHR Answers In other words, our after sale service is available for all of our customers from anywhere at any time.

Physical Security: IP Video Surveillance, SPHR Latest Test Cram A goal as small as working on your craft for the amount of time that you scheduled gives you a little boost in morale. Both SPHR The Professional in Human Resources (SPHR) practice exams track your performance and help to overcome mistakes.

## Effective HRCI SPHR Questions - Get Ready For The SPHR Exam

Take this situation into consideration, we offer SPHR free demo questions for you to free try. These questions on SPHR Bootcamp pdf are selected by our professional expert team and are designed to not only test your knowledge and ensure your understanding Accurate SPHR Answers about the technology about HRCI The Professional in Human Resources (SPHR) but also mater the questions and answers similar with the real test.

In other words, our after sale service is available for all of our customers from anywhere at any time. Our team of professionals has prepared SPHR free dumps by keeping study on latest syllabus and exam requirement.

- Test SPHR Lab Questions ☐ SPHR Latest Torrent ☐ Exam Dumps SPHR Free ☐ Copy URL ☐ [www.testkingpdf.com](http://www.testkingpdf.com) ☐ open and search for ☐ SPHR ☐ to download for free ☐ Latest SPHR Exam Price
- Up to 365 days of free updates of the SPHR The Professional in Human Resources (SPHR) practice material ☐ Search on ☐ [www.pdfvce.com](http://www.pdfvce.com) ☐ for ☐ SPHR ☐ to obtain exam materials for free download ☐ SPHR Pdf Format
- Free SPHR Brain Dumps ☐ ☐ SPHR Latest Torrent ☐ Test SPHR Lab Questions ☐ Immediately open ☐ [www.testsdumps.com](http://www.testsdumps.com) ☐ and search for { SPHR } to obtain a free download ☐ SPHR Pdf Format
- SPHR Questions ☐ Study SPHR Center ☐ SPHR Latest Dumps Files ☐ Search for 《 SPHR 》 and easily obtain a free download on ☐ [www.pdfvce.com](http://www.pdfvce.com) ☐ ☐ SPHR Latest Dumps Files
- HRCI SPHR Web-Based Practice Test Software Works without Installation ☐ Open website ☐ [www.prep4pass.com](http://www.prep4pass.com) ☐ and search for 「 SPHR 」 for free download ☐ SPHR Study Materials
- 100% Pass Quiz HRCI - SPHR - The Professional in Human Resources (SPHR) –High Pass-Rate Accurate Answers ☒ Immediately open ☐ [www.pdfvce.com](http://www.pdfvce.com) ☐ and search for [ SPHR ] to obtain a free download ☐ SPHR Latest Exam Notes
- Ace Exam Preparation with HRCI SPHR Real Questions ☐ Simply search for ☒ SPHR ☐ ☒ for free download on ☐ [www.prep4away.com](http://www.prep4away.com) ☐ ☐ Study SPHR Center
- SPHR Answers Free ☐ SPHR Study Materials ☐ SPHR Exam Dumps.zip ☐ Download ☐ SPHR ☐ for free by simply entering “ [www.pdfvce.com](http://www.pdfvce.com) ” website ☐ Study SPHR Center
- Preparation SPHR Store ☐ SPHR Pdf Format ☐ Exam Dumps SPHR Free ☐ Search for ☒ SPHR ☐ ☐ ☐ and download it for free immediately on ( [www.pdfdumps.com](http://www.pdfdumps.com) ) ☐ SPHR Boot Camp
- 2025 HRCI Unparalleled SPHR: Accurate The Professional in Human Resources (SPHR) Answers ☐ Search for ☒ SPHR ☐ and download it for free on ☐ [www.pdfvce.com](http://www.pdfvce.com) ☐ website ☐ Study SPHR Center
- SPHR Answers Free ☐ SPHR Updated CBT ☐ SPHR Latest Dumps Files ☐ ☐ [www.itcerttest.com](http://www.itcerttest.com) ☐ is best website to obtain [ SPHR ] for free download ☐ Free SPHR Brain Dumps
- [www.wcs.edu.eu](http://www.wcs.edu.eu), [lms.ait.edu.za](http://lms.ait.edu.za), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [tutorspherex.online](http://tutorspherex.online), [www.nuhvo.com](http://www.nuhvo.com), [buildurwealth.com](http://buildurwealth.com), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [myportal.utt.edu.tt](http://myportal.utt.edu.tt), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), Disposable vapes

2025 Latest ExamcollectionPass SPHR PDF Dumps and SPHR Exam Engine Free Share: <https://drive.google.com/open?id=1QDCanh8wiXMG50tYVQpZOsQCGazPQJJa>

