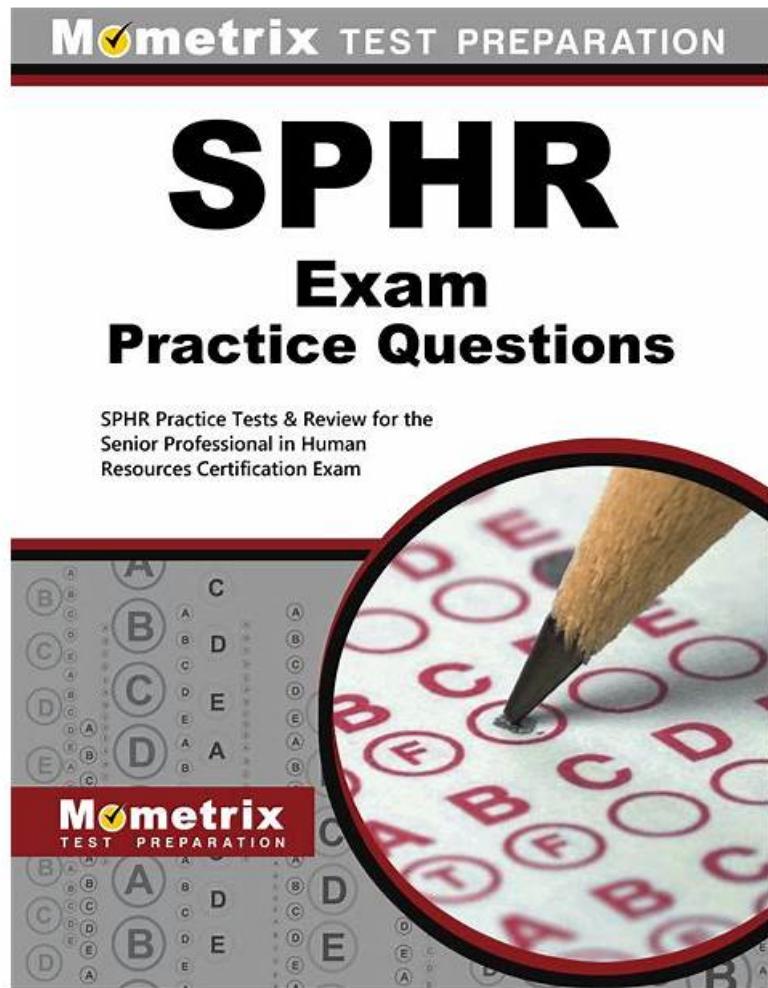


SPHR Exam Questions - SPHR Guide Torrent & The Professional in Human Resources (SPHR) Test Guide



BONUS!!! Download part of DumpsMaterials SPHR dumps for free: <https://drive.google.com/open?id=1rIPNmyg3VXTowumOG5KMOaT2a6uoGAV4>

These HRCI SPHR questions can be customized by the user according to their needs. This customization feature so that customers can adjust the time as they want. They can change the settings of the time and questions as per need while giving the HRCI SPHR tests. These HRCI SPHR exam questions train candidates to maintain discipline so that they can solve the real HRCI SPHR questions on time while giving their final SPHR exam.

The Professional in Human Resources (SPHR) certification exam is a credential offered by the HR Certification Institute (HRCI). The Professional in Human Resources (SPHR) certification is designed for senior-level HR professionals who have extensive experience in the field of human resources. The SPHR Certification demonstrates a mastery of the strategic and policy-making aspects of HR management.

>> SPHR Examcollection Questions Answers <<

Accurate SPHR Examcollection Questions Answers Supply you Complete Reliable Test Topics for SPHR: The Professional in Human Resources (SPHR) to Prepare casually

When some candidates trying to overcome an exam, they will all first think of choosing a good study material to prepare for their exam. The The Professional in Human Resources (SPHR) prep torrent has a variety of self-learning and self-assessment functions to

test learning outcome, which will help you increase confidence to pass exam. Last but not least, our website platform has no viruses and you can download SPHR Test Guide at ease. If you encounter difficulties in installation or use of SPHR exam torrent, we will provide you with remote assistance from a dedicated expert to help you and provide 365 days of free updates that you do not have to worry about what you missed.

Earning the SPHR certification is a significant achievement for HR professionals. It demonstrates their commitment to their profession and their dedication to staying up-to-date on the latest HR trends and practices. The Professional in Human Resources (SPHR) certification also provides a competitive advantage in the job market and can lead to higher salaries and better job opportunities.

To be eligible for the SPHR exam, candidates must have at least four years of HR experience, with a minimum of two years in a supervisory or managerial role. They must also have a graduate degree in HR or a related field, or a bachelor's degree and five years of HR experience. The SPHR Exam covers a range of topics, including business management and strategy, workforce planning and employment, employee and labor relations, and risk management.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q108-Q113):

NEW QUESTION # 108

Which of the following groups have not been identified for protection under the Americans with Disabilities Act as it relates to substance abuse?

- A. Recovering addicts
- B. Current abusers of alcohol
- **C. Current users of illegal drugs**
- D. Current users of legal drugs

Answer: C

Explanation:

Answer option C is correct. Current users of illegal drugs are specifically excluded from protection under the ADA. The ADA, however, does not require that an employer retain any employee whose substance abuse—regardless of the status or type of substance—represents a serious safety risk to themselves or others. Recovering addicts are protected by the ADA. And, depending on certain conditions, users of legal substances such as alcohol or prescription drugs may be protected by the ADA. Chapter: Risk Management Objective: Review Questions

NEW QUESTION # 109

Beth is a HR Professional for her organization and she's discussing the risk of growing her organization's business. What is risk and why would it be considered in HR for organizational growth?

- **A. Risk is an uncertain event or condition that may help or hinder an organization. Adding employees can help positive risks or amplify negative risk events.**
- B. Risk is an adverse event that can halt, hinder, or hurt the objectives of a business.
- C. Risk is an uncertain event or condition that can have a positive or negative effect on the goals of an organization.
- D. Risk is a negative event that an organization must consider when adding new employees to grow a company.

Answer: A

Explanation:

Explanation/Reference:

Answer option D is correct.

Risk is uncertain - and in uncertainty lies opportunity. When an organization looks to grow and new employees may be added to the business, new employees can bring risk to the organization's operations, goals, and endeavors.

Answer option A is incorrect. This is a correct definition of risk, but it does not address the human resource-related risk events.

Answer option B is incorrect. Risk can be positive or negative, not just adverse.

Answer option C is incorrect. Risk isn't always negative. Risk can be positive or negative.

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 Identification

NEW QUESTION # 110

An organization has over 5,000 employees who are members of a union. The employees, however, are no longer happy with the union's performance and they would like to decertify the union from their representation.

Who will decertify the union in this instance?

- A. The union official if fifty percent of the employees sign off on the decertification
- B. Management of the employees
- **C. The National Labor Relations Board**
- D. The employees

Answer: C

Explanation:

Section: Volume B

Explanation/Reference:

Answer option B is correct.

Certification and decertification of union representation is managed by the National Labor Relations Board.

Answer option A is incorrect. Management does not decertify the union; the NLRB does.

Answer option D is incorrect. The employees can demand the change if they have 30 percent of the employee signatures.

Answer option C is incorrect. The union doesn't decertify the employees; the NLRB does.

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 # 111

Which of the following focuses on building systems that retain corporate knowledge accessible as needed by the organization?

- A. Succession plan
- B. Program management
- **C. Knowledge management**
- D. Talent management

Answer: C

Explanation:

Explanation/Reference:

Answer option A is correct.

Chapter: Human Resource Development

Objective: Federal Employment Legislation

NEW QUESTION # 112

Which of the following is best defined as a benefit plan that uses an actuarial formula to calculate the contribution amount needed to reach a predetermined benefit amount at retirement?

- **A. Target benefit plan**
- B. Profit sharing plan
- C. 401(k) plan
- D. Money purchase plan

Answer: A

Explanation:

Section: Volume C

Explanation/Reference:

Answer option D is correct.

The target benefit plan uses a predetermined amount, or target amount, to calculate contributions needed to reach the amount by a

given date of anticipated retirement.

Answer option A is incorrect. A money purchase plan uses a fixed percentage of employee earnings to defer compensation.

Answer option C is incorrect. A 401(k) plan allows contribution from employees and employers.

Answer option D is incorrect. A profit sharing plan makes contributions based on a percentage of employer earnings each year.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-62845-187-2

978-1-586-44149-4, Section III, Th

Chapter: Compensation and Benefits

NEW QUESTION #112

1

Reliable SPHR Test Topics: https://www.dumpsmaterials.com/SPHR_real torrent.html

P.S. Free & New SPHR dumps are available on Google Drive shared by DumpsMaterials: <https://drive.google.com/open?id=1rIPNmyg3VXTowumOG5KMOaT2a6uoGAV4>