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The SPHR certification exam is a computer-based exam that consists of 150 multiple-choice questions. Candidates have three hours to complete the exam. SPHR exam is designed to assess the candidate's knowledge, skills, and abilities in the areas of HR management, strategy, and business acumen.

The SPHR certification is a valuable asset for HR professionals who are looking to advance their careers. The Professional in Human Resources (SPHR) certification demonstrates to employers that the candidate has the knowledge and skills necessary to excel in a leadership role within the HR field. The Professional in Human Resources (SPHR) certification can also lead to increased job opportunities and higher salaries.

The SPHR Exam covers a wide range of topics, including strategic planning, workforce planning and employment, human resource development, total rewards, employee and labor relations, and risk management. SPHR exam is designed to assess the knowledge and skills that are required to manage the HR function in an organization effectively. It is intended for HR professionals who have a

minimum of four to seven years of experience in the field.

## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q140-Q145):**

### **NEW QUESTION # 140**

Which of the following is the process of systematically determining a relative internal value of a job in an organization?

- A. Recruitment
- **B. Job evaluation**
- C. Salary range
- D. Ranking method

**Answer: B**

Explanation:

Explanation/Reference:

Answer option C is correct.

Job evaluation is the process of systematically determining a relative internal value of a job in an organization. In all cases, the idea is to evaluate the job, not the person doing it. Job evaluation is the process of determining the worth of one job in relation to that of the other jobs in a company so that a fair and equitable wage and salary system can be established.

Answer option A is incorrect. Recruitment refers to the process of attracting, screening, and selecting qualified people for a job at an organization or firm.

Answer option B is incorrect. The ranking method requires evaluators to compare the value of jobs to one another.

Answer option D is incorrect. A salary range is the spread between the minimum and maximum pay for the job grade.

Reference: "[http://en.wikipedia.org/wiki/Job\\_evaluation](http://en.wikipedia.org/wiki/Job_evaluation)"

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

### **NEW QUESTION # 141**

Organizations must assess the safety of their workplaces and consider the ability of a business to continue despite risk impact. When assessing business continuity risks, the HR Professional must consider several different types of disasters, their probability, and impact on an organization. What category of disaster is best described as acts of terrorism, major thefts, sabotage, or labor disputes?

- A. Serious information security incidents
- **B. Organized or deliberate disruptions**
- C. System failures
- D. Environmental disasters

**Answer: B**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

Terrorism, major thefts, sabotage, and labor disputes are all categorized and analyzed for their effect on business continuity as an organized or deliberate disruption.

Answer option B is incorrect. Environmental disasters are things like earthquakes, tornados, fires, and even chemical spills.

Answer option D is incorrect. Serious information security incidents are things like hacker and cyber attacks on an organization's information systems.

Answer option C is incorrect. System failures are part of the loss of public utilities and services.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5. Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Risk Management

Objective: Risk Identification

### NEW QUESTION # 142

What is the purpose of an HR budget?

- A. To determine how much cash is required to achieve a goal
- B. To ensure that the outcomes match the strategic plan
- C. To hold departments accountable for outcomes
- D. To evaluate the effectiveness of HR strategy

**Answer: A**

Explanation:

Explanation/Reference:

Answer option B is correct.

An HR budget reflects how many and what types of resources are necessary to accomplish a goal. The addition of employees, costs to train, and the purchase of new equipment are all examples of items that require cash to achieve strategic goals.

Chapter: Business Management and Strategy

Objective: Review Questions

### NEW QUESTION # 143

What term is assigned to the barriers that women and minorities may face when trying to advance to senior levels of an organization?

- A. Internal structure barrier
- B. Glass ceiling
- C. Societal barrier
- D. Governmental barrier

**Answer: B**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option D is correct.

The term "glass ceiling" describes the invisible, but evident barriers that can prevent women and minorities from achieving the senior levels of an organization. Robert Dole introduced the legislation that was amended into Title II of the Civil Rights Act of 1991.

Answer option A is incorrect. The societal barrier is one of the three barriers of the glass ceiling concept. It addresses limited educational opportunities and biases related to gender, race, and ethnicity.

Answer option B is incorrect. Internal structure barrier is one of the three barriers of the glass ceiling concept. It addresses corporate practices, management control, and recruiting programs.

Answer option C is incorrect. Governmental barrier is one of the three barriers of the glass ceiling concept. It addresses the inconsistent enforcement of equal opportunity.

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 # 144

What two elements does the formula in a defined benefit plan examine to determine the pension an employer may provide the employee?

- A. Hourly rate and length of service
- B. Salary and income contribution
- C. Salary and length of service
- D. Salary and overall performance

**Answer: C**

Explanation:

Section: Volume B

Explanation/Reference:

Answer option B is correct.

Only the salary and the length of service are considered when it comes to completing the formula in a defined benefit plan for a pension.

Answer option D is incorrect. This isn't a valid answer, as overall performance isn't a consideration.

Answer option A is incorrect. The hourly rate isn't a factor - it's the salary.

Answer option C is incorrect. Income contribution isn't a factor. The two factors are salary and the length of service.

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

## Chapter: Compensation and Benefits

### Objective: Total Rewards Defined

### NEW QUESTION # 145

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