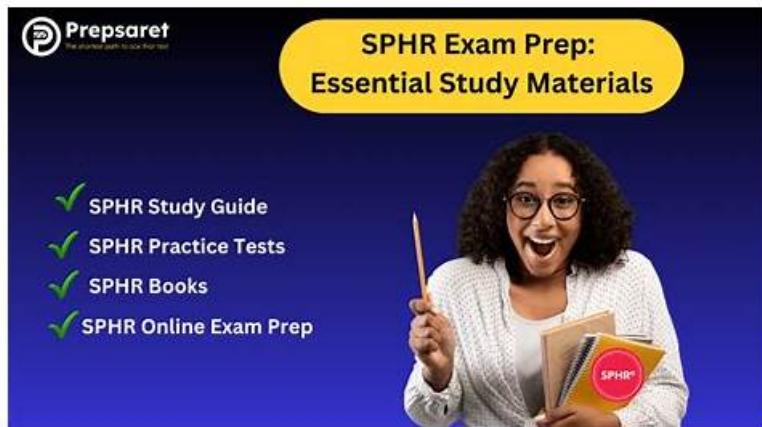


# Valid SPHR Exam Sims & SPHR Positive Feedback



P.S. Free & New SPHR dumps are available on Google Drive shared by TrainingQuiz: [https://drive.google.com/open?id=1iu\\_lHyBY6QccJvRDXgPCgfEQ4oAUikni](https://drive.google.com/open?id=1iu_lHyBY6QccJvRDXgPCgfEQ4oAUikni)

Because many users are first taking part in the exams, so for the exam and test time distribution of the above lack certain experience, and thus prone to the confusion in the examination place, time to grasp, eventually led to not finish the exam totally. In order to avoid the occurrence of this phenomenon, the The Professional in Human Resources (SPHR) study question have corresponding products to each exam simulation test environment, users log on to their account on the platform, at the same time to choose what they want to attend the exam simulation questions, the SPHR Exam Questions are automatically for the user presents the same as the actual test environment simulation test system, the software built-in timer function can help users better control over time, so as to achieve the systematic, keep up, as well as to improve the user's speed to solve the problem from the side with our SPHR test guide.

The SPHR certification is a prestigious and valuable credential for HR professionals looking to advance their careers. It demonstrates their mastery of HR knowledge and skills and opens up new opportunities for professional growth and advancement. For those willing to put in the time and effort to prepare for the exam, the SPHR certification is a worthwhile investment in their career.

The SPHR certification exam consists of 150 multiple-choice questions that cover six functional areas of HR management: business management, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management. SPHR Exam is computer-based and is administered at Pearson VUE test centers worldwide. The passing score for the SPHR certification exam is 500 out of 700 points, and test-takers have up to four hours to complete the exam. Earning the SPHR certification demonstrates to employers, clients, and colleagues that an HR professional has the knowledge, skills, and credibility to lead HR initiatives that drive business results and support organizational goals.

>> Valid SPHR Exam Sims <<

## SPHR Positive Feedback - Top SPHR Exam Dumps

The study material to get HRCI The Professional in Human Resources (SPHR) certified should be according to individual's learning style and experience. Real HRCI SPHR Exam Questions certification makes you more dedicated and professional as it will provide you complete information required to work within a professional working environment.

HRCI SPHR, or the Professional in Human Resources certification, is one of the most respected and widely recognized credentials in the HR industry. The Professional in Human Resources (SPHR) certification is designed for HR professionals who have a strategic role in their organization's HR operations. The SPHR Certification demonstrates a high level of expertise and knowledge in HR management, including the development of HR strategies, organizational development, talent management, and more.

## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q174-Q179):

### NEW QUESTION # 174

You are the Senior HR Professional for your organization and you're leading a workshop on HR practices for your department. Your first topic is the Davis Bacon Act. What did the Davis Bacon Act accomplish?

- A. It established the minimum retirement age of 65.
- B. It abolished the requirements for workers to be forced to retire.
- C. It established the minimum working age to be 15.
- D. It was the first legislation to regulate minimum wages.

**Answer: D**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

The Davis Bacon Act in 1931 was the first piece of legislation to establish the minimum wage.

Answer options A and D are incorrect. The Davis Bacon Act did not address the retirement age.

Answer option B is incorrect. The Davis Bacon Act did not establish the minimum age to allow people to begin employment.

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 # 175**

Which of the following pension options best serves an organization that has a practice of hiring mid-career workers with high mobility?

- A. Defined contribution
- B. Traditional IRA
- C. Defined benefit
- D. Rabbi trust

**Answer: A**

Explanation:

A defined contribution plan (C) best serves organizations that hire mid-career workers with high mobility

. At the SPHR level, benefit plan design must align with workforce demographics and employment patterns.

Defined contribution plans-such as 401(k) plans-are portable, allowing employees to retain and transfer accumulated retirement savings as they move between employers. This portability is highly attractive to mobile, mid-career professionals who do not expect long-term tenure with a single organization.

Defined benefit plans (B) reward long service and are less valuable to employees who change employers frequently. Traditional IRAs (A) are individually established and not employer-sponsored pension plans.

Rabbi trusts (D) are used for nonqualified deferred compensation for executives, not broad employee retirement coverage.

SPHR exam content stresses that effective total rewards strategies consider workforce mobility, retention patterns, and employee preferences, making defined contribution plans the most appropriate option in this scenario.

References :

\* HRCI SPHR Exam Content Outline - Functional Area: Total Rewards (retirement plans).

\* HRCI SPHR Study Guide - Matching retirement plan design to workforce demographics.

**NEW QUESTION # 176**

The most effective HR functions spend more time on:

- A. implementing analytical tools to deliver results.
- B. high-priority business activities.
- C. refining transactional activities.
- D. developing recruitment plans to attract top talent.

**Answer: B**

Explanation:

The most effective HR functions spend more time on high-priority business activities (C). At the SPHR level, HR effectiveness is defined by its contribution to organizational strategy and outcomes, not by operational volume.

High-performing HR functions focus on activities such as workforce planning, leadership development, change management, culture alignment, and strategic talent initiatives. These activities directly enable execution of business strategy and differentiate HR as a value-adding partner.

Transactional activities (B) should be streamlined or automated. Analytical tools (A) are enablers, not ends in themselves.

Recruitment planning (D) is important but represents only one component of strategic HR.

SPHR exam content emphasizes that HR maturity is measured by strategic focus, not administrative efficiency alone.

References :

\* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (HR transformation; strategic contribution).

\* HRCI SPHR Study Guide - Characteristics of high-performing HR functions.

### NEW QUESTION # 177

Which of the following addresses the way a physical environment is designed and how efficient and safe that design is for the people in that environment?

- A. Ergonomics
- B. Mine Safety and Health Act (MSHA)
- C. Drug-Free Workplace Act
- D. Fair Labor Standards Act (FLSA)

**Answer: A**

Explanation:

Answer option A is correct.

Chapter: Risk Management

Objective: Risk Assessment

### NEW QUESTION # 178

Which of the following scenarios best represents respondeat superior?

- A. An employee hits another vehicle with a company's car and your company is sued.
- B. A terminated employee creates web posts about your company that aren't true.
- C. A manager promises an employee a job for life if she continues her good performance.
- D. An employee gives a hefty discount to a friend.

**Answer: A**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option D is correct.

Respondeat superior is a Latin phrase that means "let the master answer", which basically means a company can be found liable for the actions of their employees. When an employee hits another vehicle with the company's car the company could be found liable for the damages caused.

Answer option A is incorrect. The hefty discount could be a form of "sweetheating" or it may be allowed.

There's not enough information to know for certain, but this isn't an example of respondeat superior.

Answer option C is incorrect. A promise of continued employment for good performance could be an example of an express contract.

Answer option B is incorrect. When a terminated employee writes negative things about the company it's likely a case of defamation.

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 # 179

.....

SPHR Positive Feedback: <https://www.trainingquiz.com/SPHR-practice-quiz.html>



P.S. Free & New SPHR dumps are available on Google Drive shared by TrainingQuiz <https://drive.google.com/open?id=1iuIHbY6QccJvRDXgPCgffEQ4oAUikni>