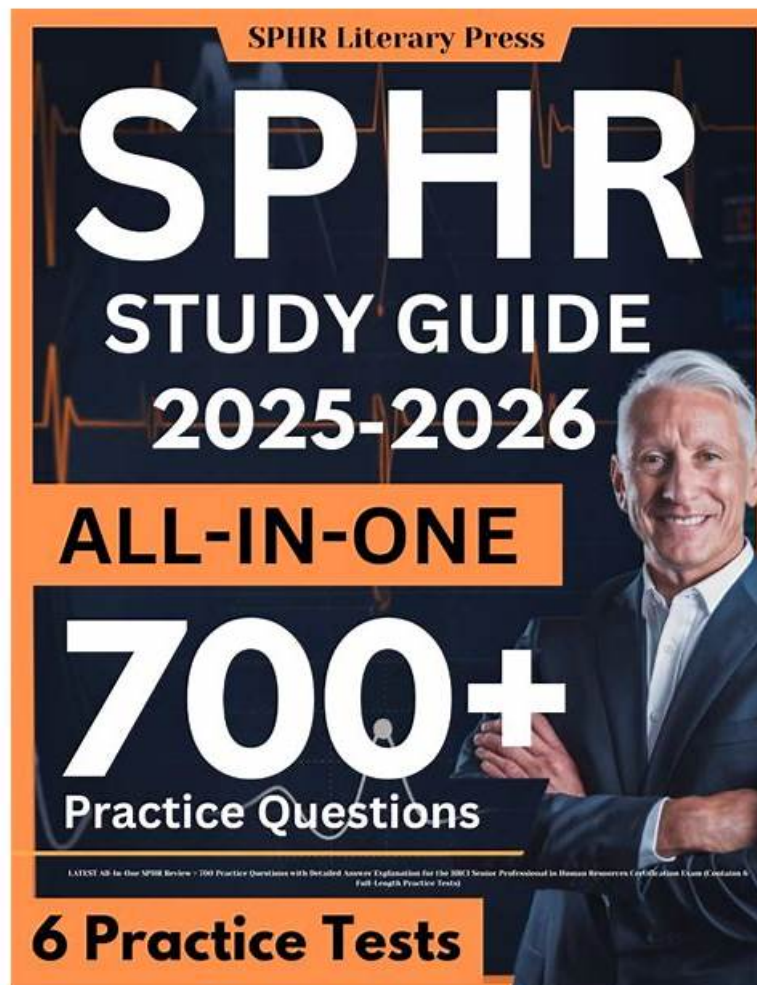


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The Professional in Human Resources (SPHR) exam is a certification exam offered by the Human Resources Certification Institute (HRCI) for HR professionals who have experience in designing and implementing HR policies and strategies. SPHR exam is designed to test the knowledge and skills required to perform strategic HR tasks and is ideal for HR professionals who are seeking to advance their careers and take on more senior roles within their organizations. SPHR Exam covers a range of topics, including HR management, employee relations, workforce planning, and organizational development.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q64-Q69):

NEW QUESTION # 64

A training class is being held on how to install a new light fixture for a project. There are 2,433 light fixtures to install in the project, so all project team members will need to learn how to install the light fixture. The project manager wants to ensure that all fixtures are installed identically. In the training, participants learn how to install the fixture by following a step-by-step direction. All of the participants can now install the light fixture relatively easily and quickly. There's not much more to learn in the installation, so their learning tapers off in regard to the light fixture installation. This is an example of what type of learning curve?

- A. Positively accelerating learning curve
- B. Negatively accelerating learning curve
- C. Plateau learning curve
- D. S-shaped learning curve

Answer: C

Explanation:

Section: Volume D

Explanation/Reference:

Answer option D is correct.

This is an example of a plateau learning curve. Learners quickly accelerate in the learning and their capacity slows, or in this example, stops.

Answer option C is incorrect. An s-shaped learning curve demonstrates learning that ebbs and flows based on content, experience, and greater levels of competence.

Answer option B is incorrect. Negatively accelerating learning curves are similar to the Plateau learning curve, but learning doesn't necessarily stop; it just slows dramatically.

Answer option A is incorrect. Positively accelerating learning curves are demonstrated when learners gain information slowly, and then learning accelerates.

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: Human Resource Development

Objective: Talent Management

NEW QUESTION # 65

If an employer determines that English competency is a business need, at what point can the requirement be added to job descriptions?

- A. Six months after notifying employees of the change
- B. Immediately for new hires
- C. On determination of the employees who do not meet the requirement
- D. After an English-as-a-second-language (ESL) course is offered to existing employees

Answer: B

Explanation:

For new hires, employers can include language requirements immediately- but only if they can demonstrate that English proficiency is a business necessity (e.g., safety, communication, customer service).

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

SPHR candidates must ensure "job requirements are defensible under EEOC and Title VII guidelines." Language must be tied to business necessity, but is permitted for future recruiting efforts with appropriate documentation.

NEW QUESTION # 66

Which of the following is designed to give students opportunities to gain experience in their chosen fields prior to graduation?

- A. Job sharing
- B. Outsourcing
- **C. Internship program**
- D. Merger

Answer: C

Explanation:

Answer option D is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 67

You have been hired as a consultant for the HJN Company to help them in their strategic planning. They have asked you to help them create goals for the company. You recommend that the meeting participants use the SMART approach to goal setting. What is SMART?

- A. It is a goal setting technique that defines the characteristics of a goal as Schedule, Monetary, Action-oriented, Risk, and Time-based.
- B. It is a goal setting technique that defines the characteristics of a goal as Specific, Monitored, Accountable, Realistic, and Time-based.
- **C. It is a goal setting technique that defines the characteristics of a goal as Specific, Measurable, Action-oriented, Realistic, and Time-based.**
- D. It is a goal setting technique that defines the characteristics of a goal as Specific, Measurable, Action-oriented, Risk, and Tested.

Answer: C

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Organizations

NEW QUESTION # 68

As an HR Professional you should be familiar with the terminology, practices, and rules governing union- based strikes. What is the ally doctrine?

- A. A union may serve as an ally to another striking union by allowing their members to join the picket against the primary employer.
- **B. A union may expand upon its primary picketing activity to include employers who are allies of the primary employer.**
- C. A secondary boycott occurs when a union tries to compel an employer.
- D. Employers cannot force friends, colleagues, and family members into joining a union picket. Allies of the picketing union can allow allies into the picket line.

Answer: B

Explanation:

Explanation/Reference:

Answer option A is correct.

The ally doctrine states that a union may expand its primary picketing activities to employers who are allies of the primary employer, in an attempt to put more pressure on the primary employer.

Answer options B, C, and D are incorrect. These are not valid definitions of the ally doctrine.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-

