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The Professional in Human Resources (SPHR) certification is an advanced certification for HR professionals who have mastered strategic and policy-making aspects of HR management. The Professional in Human Resources (SPHR) certification is offered by the HR Certification Institute (HRCI), a leading organization in the HR industry. The SPHR certification is designed for professionals who have six to eight years of HR experience and are looking to advance their careers in HR management.

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q59-Q64):

NEW QUESTION # 59

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

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

Answer: D

Explanation:

Section: Volume A

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"

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 60

Which of the following is the most important way to engage employees early in their careers?

- A. Focus their work on day-to-day, low-risk tasks to support learning
- B. Require them to participate in an extensive onboarding program
- C. Assign them to quality projects that make an impact
- D. Ensure they meet as many people as possible

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

Early-career engagement is driven by meaningful work. High-impact projects create a sense of value, contribution, and confidence - accelerating integration and retention.

SPHR-level onboarding emphasizes purposeful task assignment, especially for new graduates or early-career professionals. It boosts commitment and perceived organizational investment.

NEW QUESTION # 61

Which of the following is the most effective way to help HR move into a strategic role within an organization?

- A. Serve as a cross-functional talent coach
- B. Create partnerships to meet business needs
- C. Select top-quality service providers
- D. Lead change management efforts

Answer: B

Explanation:

To be seen as strategic, HR must form partnerships with business leaders, understand their goals, and align HR interventions to those priorities. This demonstrates HR's value as a business partner.

Extract from HRCI-aligned HR knowledge (Leadership and Strategy):

SPHR professionals are expected to "form consultative relationships with internal stakeholders to integrate HR strategy with business needs." Partnership drives influence, credibility, and organizational impact.

NEW QUESTION # 62

What is the most effective method of performance evaluation?

- A. A continuous-feedback process
- B. A field-review process
- C. A behaviorally anchored rating-scale process
- D. A forced-ranking process

Answer: A

Explanation:

Answer option B is correct. A continuous-feedback review process is most effective because it provides immediate feedback to employees, enabling them to correct performance issues before they become major problems. In a field review (A), reviews are conducted by someone other than the direct supervisor. Forced ranking (C) is an evaluation method in which all employees are listed in order of their value to the work group. The BARS process (D) identifies the most important job requirements and creates statements that describe varying levels of performance. See Chapter 5 for more information. Chapter: Human Resource Development Objective: Performance Appraisal

NEW QUESTION # 63

Which of the following is the best definition of the Scanlon Plan?

- A. Employees' pay fluctuates based on what type of work they are performing.
- B. Employees are rewarded in non-compensatory methods, such as training or time off.
- **C. Employees share in the cost savings achieved through productivity gains.**
- D. Employees are rewarded based on the number of units they sell.

Answer: C

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. 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 # 64

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