Quiz HRCI SPHR - The Professional in Human Resources (SPHR) Fantastic Valid Exam Dumps

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The Professional in Human Resources (SPHR) certification exam is a globally recognized credential for HR professionals who demonstrate mastery in the strategic and policy-making aspects of HR management. It is offered by the HR Certification Institute (HRCI), which sets the standards for HR certification and develops the exams to assess HR professionals' knowledge and skills. The SPHR certification exam is designed for experienced HR professionals who have at least four years of professional experience in an HR-related role and a master's degree or higher, or at least seven years of professional experience in an HR-related role and a bachelor's degree.

The SPHR Exam is a rigorous test that covers a range of topics, including HR strategy, workforce planning and employment, employee and labor relations, and global HR. SPHR exam consists of 175 multiple-choice questions and takes three hours to complete. It is a computer-based test that is administered at Pearson VUE testing centers.

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The modern HRCI world is changing its dynamics at a fast pace. To stay and compete in this challenging market, you have to learn and enhance your in-demand skills. Fortunately, with the The Professional in Human Resources (SPHR) (SPHR) certification exam you can do this job nicely and quickly. To do this you just need to enroll in the The Professional in Human Resources (SPHR) (SPHR) certification exam and put all your efforts to pass the The Professional in Human Resources (SPHR) (SPHR) certification exam.

To be eligible for the SPHR certification, HR professionals must have a bachelor's degree and at least four years of HR experience. Alternatively, professionals with a master's degree can qualify with two years of HR experience. The Professional in Human Resources (SPHR) certification exam consists of 150 multiple-choice questions and takes around four hours to complete. SPHR Exam is computer-based and is available at testing centers worldwide.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q202-Q207):

NEW QUESTION # 202
One way to ensure the proper assignment of points to compensable factors is to:

- A. See what other companies do
- B. Provide descriptive statements for each degree level
- C. Weigh all factor groups equally
- D. Use outside consultants in the job evaluation process

Answer: B

Explanation:
Comprehensive and Detailed Explanation:
Descriptive statements provide consistency and clarity in job evaluation. They reduce subjectivity when assigning levels for compensable factors (e.g., skill, effort, responsibility).
This aligns with point-factor compensation models, which require structured, equitable, and repeatable factor definitions.

NEW QUESTION # 203
When administering layoffs, which of the following is the most important factor in mitigating risk?

- A. Historical wrongful terminations
- B. Disparate impact analyses
- C. Performance indicators
- D. Financial objectives

Answer: B

Explanation:
Disparate impact analysis ensures that layoffs don't unintentionally discriminate against protected groups.
Even neutral policies can lead to adverse impact, which exposes the employer to legal liability.
Extract from HRCI-aligned HR knowledge (Risk Management):
SPHR strategy includes "conducting statistical and legal risk assessments prior to workforce reductions." Disparate impact is a core concept in compliance with Title VII and EEOC enforcement guidance.

NEW QUESTION # 204
You are the Senior HR Professional for your organization. You've just written the following statement in your company's code of conduct: the use of business resources for personal gain compromises the integrity of our company. What does this statement accomplish in the code of conduct?

- A. Gift statement
- B. Honesty statement
- C. Ethical/value statement
- D. Conduct statement

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: Corporate Governance

NEW QUESTION # 205
Which of the following HR strategies would be most useful in dealing with a workforce that lacks accountability?

- A. Begin to gather employee feedback through surveys and exit interviews.
- B. Conduct a skills assessment to determine performance deficiencies.
- C. Identify training needs through an assessment.
- D. Follow the progressive disciplinary process.

Answer: A

Explanation:
Answer option C is correct.Employee-engagement activities center around the function of gathering meaningful feedback. Surveys, interviews, and focus groups are just some of the examples of formal feedback systems that can be used to improve organizational outcomes. From this feedback, solutions such as training (A) and targeted performance improvement plans (B, D) can be assessed. See Chapter 7 for more information. Chapter: Employee and Labor Relations Objective: Union Organization

NEW QUESTION # 206
As an HR Professional in your organization, you need to be familiar with designing interview questions that are valid. Which type of validity is demonstrated by the job requirement of the applicant being able to design a web page in a particular software program your company uses?

- A. Content validity
- B. Criterion-Related validity
- C. Construct validity
- D. Predictive validity

Answer: A

Explanation:
Explanation/Reference:
Answer option D is correct.
Content validity is used in an interview for an applicant to show their skills in a particular job-related function.
Answer option C is incorrect. Criterion-Related validity is a selection procedure where skills are measured and compared (or selected) to an incumbent's success in the job based on the skills being measured.
Answer option B is incorrect. Construct validity is a selection procedure that assesses evidence of a certain psychological trait desired in the job.
Answer option A is incorrect. Predictive validity is a selection procedure that predicts a person's ability to perform well in a given job.
Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.
Chapter Four: Workforce Planning. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.
Chapter: Workforce Planning and Employment
Objective: Staffing Programs

NEW QUESTION # 207
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