

# Cheap HRCI SPHR Dumps, SPHR Test Result



What's more, part of that PracticeMaterial SPHR dumps now are free: <https://drive.google.com/open?id=1buiynyDGhX-Tz5czrBOnlZPys16kit0>

Our online version of SPHR learning guide does not restrict the use of the device. You can use the computer or you can use the mobile phone. You can choose the device you feel convenient at any time. Once you have used our SPHR exam training in a network environment, you no longer need an internet connection the next time you use it, and you can choose to use SPHR Exam Training at your own right. Our SPHR exam training do not limit the equipment, do not worry about the network, this will reduce you many learning obstacles, as long as you want to use SPHR test guide, you can enter the learning state.

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.

>> Cheap HRCI SPHR Dumps <<

## SPHR Test Result - Actual SPHR Test Pdf

Studying with HRCI SPHR Exam Questions and understanding is not enough. Regular tests and self-evaluation are mandatory. PracticeMaterial's online HRCI SPHR Practice Test engine helps you self-evaluate anytime, anywhere. The results of these tests will make you feel confident in your studies and highlight areas you need to focus more on for the HRCI exam. PracticeMaterial's approach is highly acknowledged by educationists and experts.

The Professional in Human Resources (SPHR) certification exam is a globally recognized credential that is designed for HR professionals who have extensive experience in the field. The Professional in Human Resources (SPHR) certification is offered by the HR Certification Institute (HRCI), which is the world's largest HR certification organization. The SPHR Certification is designed to validate the skills and knowledge of HR professionals who are responsible for strategic planning and policy development in their organizations.

## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q242-Q247):

### NEW QUESTION # 242

You are the HR Professional for the HJN Company and you've been tasked with addressing stress in the workplace. You reference the NIOSH book "Stress at Work" to learn there are six primary categories of stress in the workplace. Which category of stress is best described as lack of family-friendly policies?

- A. Career concerns
- B. Work roles
- C. Task design
- D. Management style

**Answer: D**

Explanation:

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. 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 Assessment

#### NEW QUESTION # 243

Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Title VII of the Civil Rights Act of 1964
- B. ADA and Rehabilitation Act of 2008
- C. Fair Labor Standards Act of 1958
- D. ADEA of 1967

**Answer: A**

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149, Section III, The US HR Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

#### NEW QUESTION # 244

Which of the following are the benefits of gainsharing programs?

Each correct answer represents a complete solution. Choose all that apply.

- A. Helps the organization to achieve improvement in key performance measures
- B. Enhances the focus and awareness of employees
- C. Aligns employees to organizational goals
- D. Employees are paid on the basis of group performance rather than individual performance

**Answer: A,B,C**

Explanation:

Explanation/Reference:

Answer options A, B, and C are correct.

The benefits of gainsharing programs are as follows:

1. Aligns employees to organizational goals
2. Helps the organization to achieve improvement in key performance measures
3. Enhances the focus and awareness of employees

What is gainsharing?

Gainsharing is a system of management used by a business to get higher levels of performance through the involvement and participation of its people. As performance improves, employees share financially in the gain (improvement). Gainsharing is about people working smarter together and not just working harder.

Answer option D is incorrect. This is a disadvantage of gainsharing programs.

Reference: "<http://simple.wikipedia.org/wiki/Gainsharing>"

Chapter: Compensation and Benefits

#### NEW QUESTION # 245

Which performance appraisal method would be used most effectively in a large, geographically dispersed organization with many similar jobs?

- A. Field review
- B. Critical incident
- **C. Behaviorally anchored rating system**
- D. Forced ranking

**Answer: C**

Explanation:

Explanation/Reference:

Answer option D is correct.

The BARS system is used most effectively in organizations when a number of jobs have similar duties.

Because it is expensive and time-consuming to implement, an organization must have enough resources available to develop the program. Critical-incident appraisal tools (B) are most effectively used by managers who have daily interaction with subordinates.

Forced ranking (C) is best for use in organizations with fewer than 100 employees because it becomes unwieldy for large groups.

Field reviews (A) are conducted by someone other than a direct supervisor.

Chapter: Human Resource Development

Objective: Review Questions

### NEW QUESTION # 246

HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- A. When an employee treats other employees differently based on their past work efforts.
- B. When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.
- **C. When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status**
- D. When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.

**Answer: C**

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and

Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149, Section III, The US HR Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

### NEW QUESTION # 247

.....

**SPHR Test Result:** <https://www.practicematerial.com/SPHR-exam-materials.html>

- 2026 The Best Cheap SPHR Dumps | 100% Free The Professional in Human Resources (SPHR) Test Result ☐ Go to website ☐ [www.verifiedumps.com](http://www.verifiedumps.com) ☐ open and search for ☐ ➡ SPHR ☐ ☐ ☐ to download for free ☐ SPHR Visual Cert Test
- Exam SPHR Overviews ☐ SPHR PDF Dumps Files ☐ Valid SPHR Test Vce ☐ Open ☐ ➡ [www.pdfvce.com](http://www.pdfvce.com) ☐ and search for ( SPHR ) to download exam materials for free ☐ New SPHR Test Voucher
- SPHR Latest Dumps Book ☐ SPHR New Exam Bootcamp ☐ Exam SPHR Questions Answers ☐ Immediately open ☐ [www.troytecdumps.com](http://www.troytecdumps.com) ☐ and search for ( SPHR ) to obtain a free download ☐ New SPHR Test Voucher
- SPHR Latest Dumps Ebook ☐ Dumps SPHR PDF ☐ Exam SPHR Learning ☐ Immediately open ☐ ➡ [www.pdfvce.com](http://www.pdfvce.com) ☐ and search for “ SPHR ” to obtain a free download ☐ SPHR Visual Cert Test
- New SPHR Test Voucher ☐ Exam SPHR Overviews ☐ Exam SPHR Questions Answers ☐ Search for ☐ SPHR ☐ and download exam materials for free through ☐ [www.vce4dumps.com](http://www.vce4dumps.com) ☐ ☐ Valid SPHR Test Vce
- TOP Cheap SPHR Dumps 100% Pass | High Pass-Rate HRCI The Professional in Human Resources (SPHR) Test Result Pass for sure ☐ Copy URL “ [www.pdfvce.com](http://www.pdfvce.com) ” open and search for ☐ ➡ SPHR ☐ to download for free ☐ Sure SPHR Pass

- BONUS!!! Download part of PracticeMaterial SPHR dumps for free: <https://drive.google.com/open?id=1buirynyDGhX-Tz5czrBOnZPys16kit0>

BONUS!!! Download part of PracticeMaterial SPHR dumps for free: <https://drive.google.com/open?id=1buirynyDGhX-Tz5czrBOnZPys16kit0>