


# 100% Pass Quiz SPHRi - Senior Professional in Human Resources - International–The Best Examinations Actual Questions

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SPHRi Exam Details	
Exam Name	HRCI Senior Professional in Human Resources - International
Exam Code	SPHRi
Exam Fee	USD \$495
Application Fee	USD \$100
Exam Duration	165 Minutes plus 30 minutes administration time
Number of Questions	140
Passing Score	72%
Format	Multiple Choice Questions
Schedule Exam	<a href="#">Pearson VUE</a>
Sample Questions	<a href="#">HRCI HR Senior Professional in Human Resources - International Exam Sample Questions and Answers</a>
Practice Exam	<a href="#">HRCI Senior Professional in Human Resources - International (SPHRi) Practice Test</a>

HRCI HR Senior Professional in Human Resources - International Certification Practice Exam 2

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## **HRCI Senior Professional in Human Resources - International Sample Questions (Q181-Q186):**

### **NEW QUESTION # 181**

Byron wants to analyze the relationship between the size of the holiday advertising budget and sales. Which analytical strategy will he use?

- A. Trend analysis
- **B. Simple linear regression**
- C. Ratio
- D. Multiple linear regression

**Answer: B**

Explanation:

Byron will use a simple linear regression. A simple linear regression is good for examining the relationship between variables. In this case, Byron wants to look at the relationship between the advertising budget and sales. A trend analysis, on the other hand, focuses on a single variable. A ratio considers the relationship between two variables, but it is more aimed at establishing a traditional benchmark than in learning more about the relationship. Finally, a multiple linear regression analyzes the relationships among more than two variables.

### **NEW QUESTION # 182**

What is the extent to which the results of research can accurately identify a difference between trained and untrained employees?

- A. Selectivity
- B. Statistical confidence
- C. Marginal difference
- **D. Statistical power**

**Answer: D**

Explanation:

Statistical power is the extent to which research results accurately identify differences between trained and untrained employees. Of course, researchers want to design a method that will have the maximum statistical power. If the statistical power of the research is low, it is likely that a difference between the trained and untrained employees will pass unnoticed. It can be difficult to obtain powerful statistical results from research into employee training in large part because the methods of assessing performance are so subjective.

### **NEW QUESTION # 183**

In which type of dispute resolution do both parties agree to accept whatever decision is reached by the third-party judge?

- **A. Binding arbitration**
- B. Ad hoc arbitration
- C. Constructive confrontation
- D. Compulsory arbitration

**Answer: A**

Explanation:

In binding arbitration, both parties agree to accept whatever decision is reached by the third-party judge. Compulsory arbitration, meanwhile, exists when the terms of a contract dictate that any future disputes will be settled through arbitration. Constructive confrontation is a system for handling disputes within an organization, usually by dividing them into their central and peripheral elements. Ad hoc arbitration is a one-time dispute resolution aimed at handling one particular problem.

#### NEW QUESTION # 184

When considering the purchase of an HRIS that includes ATS capabilities, which of the following metrics would be the MOST important as it relates to increasing recruiting volume?

- A. Candidate demographics ratios
- B. Employee participation rate
- C. Application conversion rate
- D. Return on investment ratio

**Answer: C**

Explanation:

An applicant tracking system (ATS) can be a standalone software or can be packaged within an overarching human resources information system (HRIS). The application conversion rate is the percentage of candidates who complete a job application after the first click on the "apply" button or link. Factors that can affect the application flow include the number of clicks from start to finish, the presentation of the ATS program compared to the company's website, and other barriers, such as forcing applicants to create system logins or re-input their resume data after uploading the original document. Improved application flow leads to an increased number of applications and an increased pool of candidates to consider when recruiting. Candidate demographics ratios can be important for a company focusing on employee diversity but may not affect the overall volume of candidates. Employee participation rate focuses on candidates after they've completed the hiring process and are using other elements of the HRIS. The return on investment focuses on the financial impact of the system and can include a number of outcomes within the measurement—not just recruiting.

#### NEW QUESTION # 185

Which of the following tools can a human resources professional leverage to most effectively determine what skills an organization needs compared to the skills an organization has?

- A. Gap analysis
- B. Performance management results
- C. Organizational strategy
- D. Labor market forecast

**Answer: A**

Explanation:

A skills gap analysis aims to define the gap between the skills an organization has and the skills it needs. Each of the other answer options may make up steps of the gap analysis process but do not cover the full spectrum of data required. Performance management results can help illustrate the current skills of the workforce. Organizational strategy can give insight into where the organization is going and what skills it may need. Labor market forecasts can help map what external labor will be needed to close the gap or what skills shortages may be present both internally and externally.

#### NEW QUESTION # 186

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