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It is well known that certificates are not versatile, but without a HRCI SPHR certification you are a little inferior to the same competitors in many ways. Compared with the people who have the same experience, you will have the different result and treatment if you have a The Professional in Human Resources (SPHR) SPHR Certification.

The Professional in Human Resources (SPHR) exam is a certification program offered by the Human Resource Certification Institute (HRCI). The program is designed to assess and validate the knowledge and skills of human resource professionals in various aspects of HR management. The SPHR certification is the highest level of certification offered by HRCI and is recognized globally as a mark of excellence for HR professionals.

The SPHR exam consists of 150 multiple-choice questions that cover six functional areas of HR management: business management, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management. SPHR Exam is challenging and requires a thorough understanding of HR principles and practices, as well as the ability to apply them in real-world scenarios. Candidates must have at least 4 years of experience in an HR role to be eligible for the SPHR certification, and passing the exam is a significant achievement that can lead to career advancement and increased earning potential.

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## Pass HRCI SPHR Guarantee, SPHR New Study Materials

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The SPHR certification is recognized globally and is highly valued by employers. HR professionals who hold the SPHR certification are considered to be experts in their field and are often sought after by organizations looking to hire HR professionals. In addition,

the SPHR Certification is a mark of excellence and demonstrates a commitment to professional development and ongoing learning.

## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q259-Q264):**

### **NEW QUESTION # 259**

Nancy is an HR Professional who likes to use directive interviews when interviewing prospective employees. Which one of the following is most indicative of a directive interview?

- A. Nancy has a predefined set of interview questions that she may, or may not ask of all candidates.
- B. Nancy allows the candidate to guide the interview and offer as much information as possible about the candidate's experience and qualifications.
- C. Nancy allows the candidate to guide some of the interview, but keeps the interview within boundaries of a defined set of questions.
- **D. Nancy has a predefined set of interview questions that she will ask of all candidates.**

### **Answer: D**

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: Staffing Programs

### **NEW QUESTION # 260**

Which of the following definitions is correct for the term job bidding?

- A. An internal job announcement
- B. Ranking job applicants based on their comparative qualifications
- **C. The means by which internal employees can express interest in a job prior to it becoming available**
- D. Allowing contractors to submit requests for proposals

### **Answer: C**

Explanation:

Section: Volume F

Explanation/Reference:

Answer option C is correct.

Job bidding allows internal candidates to express interest in a job prior to it becoming available. It gives employees the opportunity to develop the skills necessary to successfully compete for the position once it becomes available. A job posting is an internal job announcement (A); RFP's (B) are typically used to allow outside vendors to bid on project work and the ranking of job applicants is a function of the selection process used to identify the most qualified individual for the job.

Chapter: Workforce Planning and Employment

Objective: Review Questions

### **NEW QUESTION # 261**

Which of the following is the first question to ask when a department is seeking HR support to hire additional staff?

- A. "What recruiting sources should be used?"
- B. "Does it have budget approval?"
- C. "What skills are needed?"
- **D. "What is the business necessity?"**

### **Answer: D**

Explanation:

Before initiating any recruitment process, HR must determine the strategic justification for the request.

"Business necessity" ensures that the hire aligns with organizational objectives and addresses a critical need.

This is essential for headcount control, budget allocation, and workforce planning.

Extract from HRCI-aligned HR knowledge (Leadership and Strategy / Talent Planning domains):

In SPHR, strategic HR must begin by "evaluating the alignment of talent requests with business needs." It's not about filling roles reactively, but about supporting long-term organizational value. HR leaders must act as consultants to internal clients, beginning with "What is the business case?"

### NEW QUESTION # 262

The most critical security factor HR should consider before posting an organizational chart on its intranet is the:

- A. Ability to protect the information from unauthorized sources
- B. Morale of employees on the bottom of the chart
- C. Ability to keep the information current and accurate
- D. Privacy of employees who prefer less exposure

**Answer: A**

Explanation:

Organizational charts often include names, titles, and reporting lines - a goldmine for bad actors. The security concern is unauthorized access, especially if the chart reveals sensitive structural information (e.g., leadership hierarchies).

Extract from HRCI-aligned HR knowledge (HR Operations):

The SPHR-level focus on data security includes protecting sensitive employee and structural data. Posting org charts online requires implementing access controls and encryption protocols to safeguard internal systems.

### NEW QUESTION # 263

Which of the following standards is the most frequently cited type of OSHA violation?

- A. Construction
- B. Maritime
- C. Whistle-blower
- D. Agriculture

**Answer: A**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option A is correct.

The construction and general industry standards are the most frequently violated-and therefore the most frequently cited-of the four major areas for which OSH provides standards. These areas include general industry, construction, maritime (B), and agriculture (D). Whistle-blower protection (C) is granted under the Sarbanes-Oxley Act.

Chapter: Risk Management

Objective: Review Questions

### NEW QUESTION # 264

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