

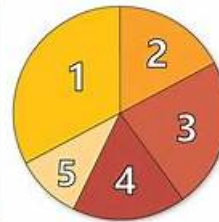
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SPHR Exam Outline

Content Areas	Percentage of Examination
1. Leadership and Strategy	33%
2. Workforce Planning and Talent Acquisition	17%
3. Talent Management	23%
4. Total Rewards	17%
5. HR Information Management, Safety, and Security	10%

Mometrix TEST PREPARATION

Time limit: 2.5 hours
Total questions: 140
Question format: Multiple-choice, multiple-response, drag-and-drop, fill-in-the-blank
Delivery format: Computer-delivered



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The SPHR exam is designed for experienced HR professionals who have a minimum of four years of experience in HR management. SPHR exam covers a wide range of HR topics, including strategic HR planning, employee relations, workforce planning and employment, compensation and benefits, and HR development. SPHR exam is designed to test the candidate's knowledge in these areas and assess their ability to apply that knowledge to real-world scenarios.

The benefit in Obtaining the HRCI SPHR Certification Exam

According to HRCI, one in two recruiters prefers candidates with a human resources certification. With a PHR or SPHR certification, a human resources professional will stand out from other candidates and potentially receive preference over candidates without certification. The certification also shows commitment and knowledge of the sector.

More than 130,000 human resources professionals worldwide are certified and, upon obtaining certification, an individual connects to this network of professionals. Of the 130,000 certified human resources professionals, 8% hold positions in PV and others, 21% are directors, 33% are managers and 38% hold specialized positions.

HRCI SPHR Exam is a certification exam designed for professionals in the field of human resources. SPHR exam tests the candidate's knowledge in various areas of HR management and is recognized by employers worldwide. The Professional in Human Resources (SPHR) certification is a valuable asset for HR professionals who are looking to advance their careers and can lead to increased job opportunities and higher salaries.

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q253-Q258):

NEW QUESTION # 253

What is the purpose of the OSHA consulting service?

- A. Does not require compliance with OSHA standards
- B. Acts as a one-time service
- C. Fines employers for violating OSHA safety standards
- **D. Helps employers identify the OSHA standards that apply to their workplace**

Answer: D

Explanation:

Section: Volume B

Explanation/Reference:

Answer option A is correct.

OSHA consultants provide free services to assist employers in identifying workplace hazards and the standards that apply in their workplaces. The consulting service requires employers to abate any hazards that are identified during the consultation but does not fine them for violations. To receive a free consultation, employers must agree to advise OSHA of changes in operating processes that may require additional consultations. See Chapter 8 for more information.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 254

Offering training in cross-cultural conflict management is one example of what?

- A. Qualitative analysis
- B. An industry best practice
- **C. Cultural competence**
- D. Generational diversity effort

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

Cultural competence considers the diversity efforts necessary to achieve corporate aims such as reflecting the population and increasing the applicant candidate pool. It measures the ability of a company to function effectively in the context of these diverse beliefs. Conflict management training is one example of an HR behavior that addresses an organization's cultural competency.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Review Questions

NEW QUESTION # 255

Job fulfillment from working with a talented peer group is an example of which of the following types of compensation?

- A. Extrinsic
- B. Total rewards
- C. Monetary
- **D. Intrinsic**

Answer: D

Explanation:

Answer option B is correct. Intrinsic rewards are driven by internal versus external factors. Job fulfillment based on work

relationships, the opportunity to use strengths, and career growth are examples of nonmonetary compensation. Extrinsic rewards (C) are those rewards that are driven by external factors, usually in the form of monetary (A) or benefit rewards (components of a total rewards system (D)). Chapter: Compensation and Benefits Objective: Review Questions

NEW QUESTION # 256

Kelly would like to conduct the Delphi Technique with her employees to find out what issues and concerns the team has collectively. What is the Delphi Technique?

- A. It's a survey that allows participants to provide essay answers on problems within the organization
- **B. It's a series of anonymous surveys to build consensus about issues, risks, or concerns.**
- C. It's a one-on-one interview with an employee and a neutral moderator.
- D. It's a series of interviews with neutral moderators to uncover core issues and concerns about management, issues, or risks.

Answer: B

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

The Delphi Technique uses rounds of anonymous surveys to build consensus on issues, risks, and concerns within the company, about a project, or other objectives.

Answer options A and B are incorrect. These aren't valid descriptions of the Delphi Technique.

Answer option D is incorrect. This is a definition of an open-ended survey, not the Delphi Technique.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5. Chapter 7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Qualitative and Quantitative Analysis

NEW QUESTION # 257

An organization is launching a strategic planning session. One of the primary goals of this session is to define the goals of the organization.

Which of the following statements best defines a goal that is created as part of the strategic planning session?

- A. Describes the strengths of the business to its competitive advantage in the marketplace
- B. Describes the practical steps that will be taken to achievement
- **C. Describes the direction the business will take and what it will achieve**
- D. Describes the SMART process to identify objectives

Answer: C

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5. 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: Strategy

NEW QUESTION # 258

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