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WORKology

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The Professional in Human Resources (SPHR) certification exam is a globally recognized certification program designed for HR professionals who are looking to enhance their knowledge, skills, and credibility in the field of human resources management. The Professional in Human Resources (SPHR) certification demonstrates that an individual has mastered the strategic and policy-making aspects of HR management, and is capable of leading the HR function in an organization. The SPHR certification is offered by the HR Certification Institute (HRCI), a leading provider of HR certifications since 1976.

The SPHR Exam is a comprehensive exam that covers a wide range of HR topics, including strategic management, workforce planning and employment, employee and labor relations, compensation and benefits, and risk management. SPHR exam consists of 150 multiple-choice questions, and candidates have three hours to complete it. SPHR exam is computer-based and is administered at testing centers around the world.

One of the Best Ways to Prepare For the SPHR The Professional in Human Resources (SPHR)

The first goal of our company is to help all people to pass the SPHR exam and get the related certification in the shortest time. Through years of concentrated efforts of our excellent experts and professors, our company has compiled the best helpful and useful SPHR test training materials to meet all people's demands, and in addition, we can assure to everyone that our study materials have a higher quality than other study materials in the global market, at the same time, these people will be easier to be admitted to the human resources supervisor. The SPHR learn prep from our company has helped thousands of people to pass the exam and get the related certification, and then these people have enjoyed a better job and a better life. It has been generally accepted that the SPHR study questions are of significance for a lot of people to pass the exam and get the related certification.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q125-Q130):

NEW QUESTION # 125

Marcy is an hourly-paid employee in the JKJ Company. Her supervisor Tom has asked Marcy to not begin working on a presentation until he leaves a meeting. The meeting happens to last six hours and Marcy doesn't have other work to do while Tom is in the meeting. Marcy decides to read a book while she waits.

According to the Fair Labor Standards Act should Marcy be paid for reading the book? Choose the best answer:

- A. No, this is an example of employment lag time.
- B. No, this is an example of engaged to wait.
- C. Yes, this is an example of engaged to wait.
- D. Yes, she must be paid.

Answer: C

Explanation:

Section: Volume C

Explanation/Reference:

Answer option C is correct.

Even though Marcy doesn't have other work to complete she is still to be paid for her time. This is an example of engaged to wait - as the company has purchased her time on an hourly basis and the current assignment is to wait for Tom.

Answer option A is incorrect. Engaged to wait means that Marcy will still be paid for her time.

Answer option D is incorrect. Lag time is the time to wait between activities in project management and isn't relative in this issue.

Answer option B is incorrect. While this answer is correct you must always pick the best answer, which is the example of engaged to wait.

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

Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 126

Which of the following are narrative methods of appraisal that require managers to describe the employee's performance?

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

- A. Field review
- B. Critical incident review
- C. Essay review
- D. Daily review

Answer: A,B,C

Explanation:

Section: Volume B

Explanation/Reference:

Answer options A, D, and C are correct.

The narrative methods of appraisal that require managers to describe the employee's performance are as follows:

1. Critical incident review
2. Field review
3. Essay review

The critical incident review requires that during the review period supervisors make notes of successful and unsuccessful performance issues for each employee.

A field review appraisal may be conducted by someone other than the supervisor. This can be a person from outside the organization.

In the essay review, the reviewer has to write a short description about each employee's performance during the year.

Answer option B is incorrect. There is no such narrative method of appraisal as daily review.

Reference: <http://www.mbanotesworld.in/2009/01/methods-of-performance-appraisal.html> Chapter: Human Resource Development

Objective: Performance Appraisal

NEW QUESTION # 127

Which of the following acts requires federal contractors or subcontractors with contracts of \$25,000 or more to list all nonsenior management job openings with state employment agencies?

- A. Executive Order 11246
- B. The Rehabilitation Act of 1973
- C. The Vietnam Era Veterans' Readjustment Assistance Act of 1974
- D. Executive Order 11375

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

State employment agencies are required under VEVRAA to give priority to Vietnam-era veterans when providing referrals to job openings. The act further requires that contractors and subcontractors meeting certain criteria list all job openings with these same state agencies. The Rehabilitation Act of 1973 prohibits discrimination against veterans of the US armed services, and the executive orders prohibit discrimination in employment by federal contractors, sub-contractors and the government.

Chapter: Workforce Planning and Employment

Objective: Review Questions

NEW QUESTION # 128

A summary plan description is not required for which of the following?

- A. Defined-benefit plans
- B. Flexible spending accounts
- C. Defined-contribution plans
- D. AD&D insurance

Answer: D

Explanation:

Answer option B is correct. Summary plan descriptions are required only for group health plans, and not for defined contribution plans, defined benefit plans, or FSAs. Chapter: Compensation and Benefits Objective: Review Questions

NEW QUESTION # 129

An employee with previously good attendance and performance reviews is exhibiting increased incidences of tardiness, absenteeism, and mistakes. The manager suspects that the employee may have a drinking problem. When conducting an investigation, HR should initially refer to:

- A. The ADA and the organization's policy
- B. EAP guidelines and ADEA

