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HRCI SPHR (The Professional in Human Resources) certification exam is a highly respected and sought-after credential for HR professionals who want to advance their careers in the field of human resources. The Professional in Human Resources (SPHR) certification is offered by the Human Resource Certification Institute (HRCI), a globally recognized organization that provides certifications to HR professionals to demonstrate their expertise in the field.

The Professional in Human Resources (SPHR) certification is a highly respected and sought-after credential for HR professionals. It is offered by the HR Certification Institute (HRCI), which is a global organization dedicated to advancing the HR profession through certification, research, and education. The SPHR Certification is designed for HR professionals who have a strategic role in their organization and are responsible for developing and implementing HR policies and strategies.

The Professional in Human Resources (SPHR) certification is an advanced certification for HR professionals who have mastered strategic and policy-making aspects of HR management. The Professional in Human Resources (SPHR) certification is offered by the HR Certification Institute (HRCI), a leading organization in the HR industry. The SPHR certification is designed for professionals who have six to eight years of HR experience and are looking to advance their careers in HR management.

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q178-Q183):

NEW QUESTION # 178

An organization finds that a large percentage of its employees are not enrolled in its 401(k) plan. The best way to increase participation is to:

- A. reduce fees imposed by the plan.
- **B. implement automatic plan enrollment.**
- C. increase the number of funds available.
- D. reduce the time needed to be vested.

Answer: B

Explanation:

The most effective way to increase participation in a 401(k) plan is to implement automatic plan enrollment (C). SPHR-level benefits strategy recognizes that employee participation is heavily influenced by behavioral factors, particularly inertia and decision avoidance. Automatic enrollment shifts the default choice from "opt in" to "opt out," significantly increasing participation rates without requiring active employee decision-making. Numerous workforce studies and benefits best practices demonstrate that automatic enrollment leads to substantial and sustained increases in plan participation across demographic groups.

While reducing fees (A) and shortening vesting periods (B) may improve plan attractiveness, they do not address the primary barrier to participation—failure to take action. Increasing fund options (D) can actually decrease participation by overwhelming employees with choices.

SPHR exam content emphasizes that effective benefits design leverages behavioral economics to drive desired outcomes. Automatic enrollment is considered a best practice for retirement readiness and aligns with fiduciary responsibility to support employees' long-term financial well-being.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Total Rewards (retirement benefits; plan design).

* HRCI SPHR Study Guide - Strategies to increase employee participation in retirement plans.

NEW QUESTION # 179

Which of the following is a process that occurs due to mergers, outsourcing or changing business needs?

- A. Plant closing
- **B. Involuntary exit**
- C. Voluntary exit
- D. Outplacement

Answer: B

Explanation:

Explanation/Reference:

Answer option B is correct.

An involuntary exit is a process that occurs due to mergers, outsourcing or changing business needs. It also occurs due to terminations for cause, such as performance problems, etc.

Answer option D is incorrect. Plant closing is an act of shutting down the operation of a plant.

Answer option C is incorrect. In the voluntary exit, employees leave the organization by either resigning or retiring.

Answer option A is incorrect. Outplacement is a term used to describe efforts made by a downsizing company to help former employees through the transition to new jobs and helps them re-orientate to the job market.

Chapter: Workforce Planning and Employment

Objective: Organization Exit/Off-Boarding Processes

NEW QUESTION # 180

The human resource professional fulfills three core roles in any organization. These three roles help propel the company's success. Which of the following statements best describes the roles of an HR professional?

- A. Human resource professionals fulfill strategic, operational, and logistical roles.
- B. Human resource professionals fulfill legal, operational, and administrative roles.
- C. Human resource professionals fulfill functional, operational, and logistical roles.
- **D. Human resource professionals fulfill strategic, operational, and administrative roles.**

Answer: D

Explanation:

Section: Volume A

Explanation

Explanation/Reference:

Answer option A is correct.

Human resource professionals help an organization achieve its goals through strategic, operational, and administrative roles. The strategic role builds on employee strengths. The operations role manages the employee relations and recruiting functions. The administrative role describes compliance with regulations, employee records, and confidentiality of employee information.

Answer option B is incorrect. Legal isn't a role of the HR professional; compliance with regulations is part of the administrative role.

Answer option C is incorrect. Logistical is not one of the three roles of an HR professional.

Answer option D is incorrect. Functional and logistical are not roles of an HR professional.

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: Organizations

NEW QUESTION # 181

An organizational picket may lawfully take place when which of the following is true?

- A. The union members are unhappy with their current union and ask a new union to represent them.
- B. The union files a representation petition with the NLRB no later than 15 days after picketing starts.
- **C. The union wants to attract employees so they will authorize the union to represent them.**
- D. There are fewer than 45 days left before the current collective-bargaining agreement expires.

Answer: C

Explanation:

Answer option B is correct. Organizational pickets may take place when no other union is currently representing employees at a company. See Chapter 7 for more information. Chapter: Employee and Labor Relations Objective: Union Organization

NEW QUESTION # 182

The success of employee wellness programs in decreasing healthcare costs is most dependent on:

- A. consistent employee satisfaction
- **B. the participation of high-risk employees**
- C. follow-up case management
- D. frequent communication of risk factors

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

High-risk employees (e.g., those with chronic conditions or unhealthy lifestyles) drive the majority of healthcare costs. Engaging them leads to the biggest cost reductions and improved long-term health outcomes.

SPHR-aligned engagement strategies support targeted wellness participation and incentives for at-risk populations as key ROI drivers in cost management programs.

NEW QUESTION # 183

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