

# Valid HRCI SPHR Exam Notes - SPHR Valid Exam Objectives

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## HRCI- SPHR EXAM NEWEST PRACTICE EXAM 2025 ACTUAL EXAM QUESTIONS AND DETAILED CORRECT ANSWERS | A+ GRADE STUDY GUIDE

Five years ago, a Wireless company acquired a smaller competitor to gain greater market share. The acquired organization still had a very strong brand and is attractive to the financial Community. However, they acquired company has not integrated into the culture of the parent organization and has become an unprofitable drain on corporate resources. The parent company's current retrenchment strategy has failed to achieve a turnaround. Management is concerned that the entire organization will soon collapse if no action is taken with the acquired company but wants to recoup its original investment. What strategy should management execute?

- a. growth
- b. bankruptcy
- c. liquidation
- d. divestiture/ implementation Correct Answer divesting part of the organization is often chosen by strategic managers when retrenchment fails to accomplish a desire turn around.

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## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q18-Q23):**

### **NEW QUESTION # 18**

Which of the following is illegal except in the construction industry?

- A. Closed shop clause
- B. Common shop clause
- C. Agency shop clause
- D. Union shop clause

**Answer: A**

Explanation:

Answer option C is correct. The closed shop clause is illegal except in the construction industry. The closed shop clause requires that all new hires be members of the union before they are hired. Answer option D is incorrect. The agency shop clause specifies that all employees must either join the union or pay union dues if they choose not to join the union. Answer option B is incorrect. The union shop clause requires that all employees join the union within a grace period specified by the contract. Answer option A is incorrect. There is no such term as common shop clause. Chapter: Employee and Labor Relations Objective: Union Organization

### **NEW QUESTION # 19**

Which performance appraisal approach starts by identifying the most critical responsibilities and correlates it to a particular type of behavior - where each identified responsibility and behavior are assessed for performance?

- A. BARS
- B. Narrative method
- C. Comparative method
- D. Results-based

**Answer: A**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option A is correct.

The BARS approach uses the behavioral anchored rating system to identify most important to least important responsibilities and ranks each accordingly on performance.

Answer option B is incorrect. Results-based appraisals generally use the management by objectives review of the goals accomplished.

Answer option C is incorrect. The comparative method can use a paired comparison method to rate each employee in a group against every other employee in the group.

Answer option D is incorrect. A narrative method uses an essay or conversation as the review.

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

Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Human Resource Development

Objective: Performance Appraisal

### **NEW QUESTION # 20**

Which of the following types of learners can retain information in a better way when they are able to have a hands-on experience during training?

- A. Kinesthetic learners
- B. Visual learners
- C. Auditory learners
- D. Data learners

**Answer: A**

Explanation:

Reference: "[http://en.wikipedia.org/wiki/Kinesthetic\\_learning](http://en.wikipedia.org/wiki/Kinesthetic_learning)"

Chapter: Human Resource Development

Objective: Talent Management

### **NEW QUESTION # 21**

Which of the following requires an employee to act with reasonable care and skill in the course of performing work for the employer?

- A. Duty of diligence
- B. Due process
- C. Duty of obedience
- D. Duty of loyalty

**Answer: A**

Explanation:

Answer option B is correct.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

### **NEW QUESTION # 22**

Lucas has asked his manager to take time off from work because of a holiday his religion celebrates. Fran agrees but tells Lucas that he will be inspecting his project work to ensure that the work is accurate and not suffering because of the requested time off. This is an example of what?

- A. Perpetuating past discrimination
- B. Quality control
- C. Disparate treatment
- D. Religious persecution in the workforce

**Answer: C**

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: Risk Management

Objective: Risk Assessment

### **NEW QUESTION # 23**

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