

Valid HRCI SPHR Exam Notes - SPHR Valid Exam Objectives

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.

Five years ago, a Wireless company acquired a smaller competitor to gain greater market share. The acquired

P.S. Free 2026 HRCI SPHR dumps are available on Google Drive shared by PrepAwayPDF: <https://drive.google.com/open?id=1UijDiQaTyKpIVLKFJubXHeKKoCFMwW46>

Our specialists check whether the contents of SPHR real exam are updated every day. If there are newer versions, they will be sent to users in time to ensure that users can enjoy the latest resources in the first time. In such a way, our SPHR Guide materials can have such a fast update rate that is taking into account the needs of users. And we will always send our customers with the latest and accurate SPHR exam questions.

Passing the SPHR Exam is a significant achievement and demonstrates a high level of knowledge and expertise in the field of HR. It can also lead to increased earning potential and career advancement opportunities. The Professional in Human Resources (SPHR) certification is valid for three years, after which it must be renewed through continuing education and professional development activities.

>> Valid HRCI SPHR Exam Notes <<

SPHR Valid Exam Objectives, Free SPHR Updates

If you have any questions on our SPHR exam question, you can just contact us for help. Even if it is a technical problem, our professional specialists will provide you with one-on-one services to help you solve it in the first time. And our SPHR learning

materials are really cost-effective in this respect. We always believe that customer satisfaction is the most important. And we always put the considerations of the customers as the most important matters. Our SPHR Study Guide won't let you down.

The SPHR Exam is a challenging but rewarding certification that can help human resource professionals take the next step in their career. By demonstrating their expertise in key areas of HR, certified professionals can increase their job opportunities, earning potential, and overall impact in the workplace.

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"

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

.....

SPHR Valid Exam Objectives: <https://www.prepawaypdf.com/HRCI/SPHR-practice-exam-dumps.html>

- 2026 Unparalleled Valid SPHR Exam Notes Help You Pass SPHR Easily ☐ Search for 《 SPHR 》 and obtain a free download on ➡ www.examcollectionpass.com ☐ \ SPHR Accurate Study Material
- Brain SPHR Exam ☐ Reliable SPHR Exam Pdf ☐ Brain SPHR Exam ➡ Search for ☀ SPHR ☐ ☀ ☐ and download it for free immediately on ☐ www.pdfvce.com ☐ ☐ SPHR Practice Exam Online
- Trusted SPHR Exam Resource ☐ SPHR Practice Exam Online ☐ Reliable SPHR Exam Pdf ☐ Search for ☐ SPHR ☐ on ➡ www.prepawaypdf.com ☐ immediately to obtain a free download ☐ Brain SPHR Exam

- [illegible]

BTW, DOWNLOAD part of PrepAwayPDF SPHR dumps from Cloud Storage: <https://drive.google.com/open?id=1UijDiQaTyKpIVLKFJubXHeKKoCFMwW46>