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The Professional in Human Resources (SPHR) exam is a certification exam offered by the Human Resources Certification Institute (HRCI) for HR professionals who have experience in designing and implementing HR policies and strategies. SPHR exam is designed to test the knowledge and skills required to perform strategic HR tasks and is ideal for HR professionals who are seeking to advance their careers and take on more senior roles within their organizations. SPHR exam covers a range of topics, including HR management, employee relations, workforce planning, and organizational development.

The SPHR Certification is a valuable asset for HR professionals who are looking to advance their careers. The Professional in Human Resources (SPHR) certification demonstrates to employers that the candidate has the knowledge and skills necessary to excel in a leadership role within the HR field. The Professional in Human Resources (SPHR) certification can also lead to increased job opportunities and higher salaries.

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The SPHR certification exam covers a wide range of HR topics, including business leadership and strategy, talent planning and

acquisition, learning and development, total rewards, employee and labor relations, and risk management. SPHR exam consists of 150 multiple-choice questions, and candidates have three hours to complete the exam. The questions are designed to test not only the candidate's knowledge of HR concepts and principles but also their ability to apply that knowledge to real-world HR situations. Passing the SPHR Certification Exam demonstrates a high level of HR expertise and can lead to career advancement opportunities and increased earning potential.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q96-Q101):

NEW QUESTION # 96

All organizations need prevoyance, or planning, as a part of a manager's duty. As an HR Professional what is the primary purpose of planning?

- A. Establishes groundwork for the managers to achieve the goals of the organization
- B. Directs the project team and staff to accomplish the project scope
- C. Establishes groundwork for the managers to achieve their goals
- D. Communicates the direction of the organization

Answer: A

Explanation:

Section: Volume B

Explanation/Reference:

Answer option B is correct.

Planning is the foundation for a manager to establish the goals of the organization.

Answer option C is incorrect. The organization's mission statement communicates the direction, intent, and purpose of the organization.

Answer option D is incorrect. Planning is to provide groundwork for the managers to achieve their goals, but for the organization to achieve its goals.

Answer option A is incorrect. Planning, in project management, does provide direction to the project team to reach their goals, but in this context it's planning for the organization, not a project.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Three: Strategic Management. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Strategy

NEW QUESTION # 97

As a Senior HR Professional you often have to participate in strategic planning for your department and organization. Strategic planning has four phases to its completion. Which of the following is not one of the four phases of strategic planning?

- A. Implement the strategic plan
- B. Close the strategic plan
- C. Develop the strategic plan
- D. Establish a foundation for the strategy

Answer: B

Explanation:

Section: Volume D

Explanation/Reference:

Answer option A is correct.

The four phases of strategic planning are: Establish a foundation for the strategy, develop the strategic plan, implement the strategic plan, and evaluate the plan, process, and performance.

Answer options B, C, and D are incorrect. Establish a foundation for the strategy, develop the strategic plan, and implement the strategic plan are among the four phases of strategic planning.

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 # 98

As an HR Professional you should be familiar with the terminology, practices, and rules governing union-based strikes. An organization utilizes union labor and non-union labor in their operations. The union goes on a strike; so the organization shifts work to the nonunion labor to offset the effects of the strike. If the union labor decides to picket the operations of the non-union labor, what term is assigned to this process?

- A. Sympathy strike
- B. Common situs picketing
- C. Wildcat strikes
- D. Double Breasting Picketing

Answer: D

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Union Organization

NEW QUESTION # 99

Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. ADEA of 1967
- B. Title VII of the Civil Rights Act of 1964
- C. ADA and Rehabilitation Act of 2008
- D. Fair Labor Standards Act of 1958

Answer: B

Explanation:

Section: Volume C

Explanation/Reference:

Answer option B is correct.

Title VII of the Civil Rights Act of 1964 prohibits discrimination based on race, color, religion, sex, or national origin.

Answer option C is incorrect. The Fair Labor Standards Act of 1958, also known as the Equal Pay Act, prohibits sex-based wage discrimination.

Answer option D is incorrect. ADEA of 1967 prohibits discrimination in employment on the basis of age (40 years or older).

Answer option A is incorrect. Americans with Disabilities Act (ADA) and Rehabilitation Act of 2008 make important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of EEOC's ADA regulations.

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: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 100

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 engaged to wait.
- B. Yes, this is an example of engaged to wait.

- C. Yes, she must be paid.
- D. No, this is an example of employment lag time.

Answer: B

Explanation:

Section: Volume C

Explanation/Reference:

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

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

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: 978-1-56244-114-0, Section III, Page 11, 2014

1-586-44149-4, Section III, The US

Chapter: Compensation and Benefits

NEW QUESTION # 101

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