

Review SPHR Guide, Test SPHR Engine Version

MOMETRIX PRESENTS

WHAT'S ON THE SPHR?

The Senior Professional in Human Resources (SPHR) certification is recognized as a professionally relevant credential for those who have mastered the strategic and policy-making aspects of HR management. The SPHR exam consists of 6 sections.



The SPHR exam consists of 175 multiple-choice questions.

Section	% of Test
Business Management & Strategy	30%
Workforce Planning & Employment	17%
Human Resource Development	19%
Compensation & Benefits	13%
Employee & Labor Relations	14%
Risk Management	7%

Scores
500
the minimum total score to pass the SPHR exam

Time

3 hours

Fees
\$525 Nonmembers
\$475 Members

Of the 175 multiple-choice questions on the SPHR exam, 150 are scored while the remaining 25 are pre-test questions.

MOMETRIX TEST PREPARATION

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If you purchase our SPHR preparation questions, it will be very easy for you to easily and efficiently find the exam focus. More importantly, if you take our products into consideration, our SPHR study materials will bring a good academic outcome for you. At the same time, we believe that our SPHR training quiz will be very useful for you to have high quality learning time during your learning process.

The SPHR certification is highly valued by employers and is a testament to a professional's expertise and proficiency in the HR field. It demonstrates that the individual has the knowledge and skills necessary to lead HR initiatives and contribute to the overall success of the organization. The Professional in Human Resources (SPHR) certification is a valuable asset for HR professionals looking to advance their careers and increase their earning potential. Overall, the SPHR certification is an excellent option for HR professionals looking to validate their skills and expertise in the field.

To be eligible for the SPHR Exam, candidates must have at least four years of HR experience, with a minimum of two years in a supervisory or managerial role. They must also have a graduate degree in HR or a related field, or a bachelor's degree and five years of HR experience. The SPHR exam covers a range of topics, including business management and strategy, workforce planning and employment, employee and labor relations, and risk management.

Quiz 2025 HRCI SPHR: The Best Review The Professional in Human Resources (SPHR) Guide

Selecting shortcut and using technique are to get better success. If you want to get security that you can pass HRCI SPHR certification exam at the first attempt, Pass4sures HRCI SPHR exam dumps is your unique and best choice. It is the dumps that you can't help praising it. There are no better dumps at the moment. The dumps can let you better accurate understanding questions point of SPHR Exam so that you can learn purposefully the relevant knowledge. In addition, if you have no time to prepare for your exam, you just remember the questions and the answers in the dumps. The dumps contain all questions that can appear in the real exam, so only in this way, can you pass your exam with no ease.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q135-Q140):

NEW QUESTION # 135

The motivation theory that suggests people are motivated by the reward they will receive when they succeed and that they weigh the value of the expected reward against the effort required to achieve it is known as what?

- A. Adams' equity theory
- **B. Vroom's expectancy theory**
- C. McClelland's acquired needs theory
- D. McGregor's Theory X and Theory Y

Answer: B

Explanation:

Answer option A is correct. Vroom explains his theory with three terms: expectancy (the individual's assessment of their ability to achieve the goal), instrumentality (whether the individual believes they are capable of achieving the goal), and valence (whether the anticipated goal is worth the effort required to achieve it). Adams' equity theory (D) states that people are constantly comparing what they put into work to what they get from it. McClelland's acquired needs theory (C) states that people are motivated by one of three factors: achievement, affiliation, or power. McGregor's Theory X and Theory Y (B) explain how managers relate to employees. Theory X managers are autocratic, believing that employees do not want to take responsibility. Theory Y managers encourage employees to participate in the decision-making process, believing that they respond to challenges. See Chapters 2 and 5 for more information. Chapter: Core Knowledge Requirements for HR Professionals Objective: Motivation Concepts

NEW QUESTION # 136

Which of the following includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation?

- **A. Monetary compensation**
- B. Non-monetary compensation
- C. Intrinsic reward
- D. Extrinsic reward

Answer: A

Explanation:

Explanation/Reference:

Answer option D is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 137

A department manager advises you that the productivity of his data-entry operators is unsatisfactory and asks you to develop a training program to improve their data-entry skills. What is your first step?

- A. Develop a lesson plan.
- **B. Conduct a needs assessment.**
- C. Select a training method.
- D. Talk to other managers to validate the situation.

Answer: B

Explanation:

Explanation/Reference:

Answer option B is correct.

A needs assessment is conducted to determine what is required to solve a problem, including whether training is the appropriate intervention. If, for example, network crashes are the cause of the low productivity, training will not solve the problem. Lesson plans (A) are created during the design stage of training discussed in Chapter 5. Talking to other managers to validate the situation (D) may be included in the needs assessment along with other factors. The training method is selected (C) during the development phase discussed in Chapter 5.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Review Questions

NEW QUESTION # 138

All of the following statements about employment at-will are true except which one?

- A. The employee may resign at any time, with or without notice.
- **B. The employer may terminate the employee for cooperating with an SEC investigation.**
- C. The employer may terminate the employee at any time for any reason.
- D. The employer may withdraw an offer of employment after the employee has accepted the position and resigned another job.

Answer: B

Explanation:

Section: Volume G

Explanation/Reference:

Answer option B is correct.

The public-policy exception to the at-will doctrine prevents an employer from terminating an employee who is cooperating in a government investigation of wrongdoing. Options D and B are elements of at-will employment. Option C would also be allowed based on the at-will doctrine but could be affected by other common-law doctrines.

Chapter: Employee and Labor Relations

Objective: Review Questions

NEW QUESTION # 139

Which of the following is NOT a basic business structure in the United States?

- A. Partnership
- B. Sole proprietorship
- **C. Incorporated**
- D. Limited liability company (LLC)
- E. Corporation

Answer: C

Explanation:

Section: Volume E

Explanation

Explanation/Reference:

Answer option D is correct.

Chapter: Business Management and Strategy

Objective: Organizations

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