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HRCI SPHRi Exam: How To Prepare?

Prepare With Confidence For HRCI SPHRi Exam

Do you know what the HRCI SPHRi Exam is all about?

Are you planning on taking the HRCI SPHRi exam soon? If you are, then you probably don't know what to expect when it comes to the exam. In this article, I'm going to show you a complete guide about the process of preparing for the HRCI SPHRi exam.

If you are planning to take the exam and you don't know what to expect, then you're definitely missing something. You see, a lot of people don't realize that they have to prepare themselves physically, mentally, and emotionally before they even think about taking the HRCI SPHRi exam.

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In this article, I'm going to show you everything you need to know about the preparation process for the HRCI SPHRi exam.

So if you are planning on taking the exam, and you want to know what to expect, then read on—

The Senior Professional in Human Resources International (SPHRi) certification is designed for HR professionals who operate in a global context. It is an internationally recognized certification that showcases an individual's expertise in human resources management across borders. Senior Professional in Human Resources - International certification focuses on the knowledge and skills required to develop and implement HR strategies that align with an organization's global goals.

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HRCI Senior Professional in Human Resources - International Sample Questions (Q57-Q62):

NEW QUESTION # 57

Which environmental scanning tool considers a thriving line of business a "star"?

- A. PESTLE analysis
- B. SWOT analysis
- C. Growth-share matrix
- D. Scenario analysis

Answer: C

Explanation:

The growth-share matrix considers a business line that ranks high in market share and market growth rate a "star." Scenario analysis, SWOT analysis, and PESTLE analysis are also environmental scanning tools. But they do not use the term "star."

NEW QUESTION # 58

Which of the following best describes what an employer can do when employees begin to unionize?

- A. Employers may explain problems with unionization to employees
- B. Employers may block employees who begin the process of unionization
- C. Employers may contact union leaders and forbid unionization.
- D. Employers may threaten to replace workers who choose to unionize

Answer: A

Explanation:

When an employer discovers that employees are beginning to unionize, the employer is not allowed to prevent unionization. The employer can, however, provide information to employees about the problems involved with unionization. Answer choice A is incorrect because the employer may not contact union leaders and forbid unionization. Answer choice B is incorrect because employers are not allowed to block employees who begin to unionize. Answer choice C is incorrect because employers may not threaten to replace workers who choose to unionize (although employers may replace workers during a lawful economic strike).

NEW QUESTION # 59

The Labor-Management Reporting and Disclosure Act (LMRDA) of 1959 required that national unions conduct leadership elections how often?

- A. Every 2 years
- B. Every 5 years
- C. Every 4 years
- D. Every 3 years

Answer: B

Explanation:

LMRDA required that national unions conduct leadership elections every five years. The option for three years reflects the requirement for local unions. The other answer choices do not reflect union leadership election requirements.

NEW QUESTION # 60

Which metric compares the number of new employees to the total number of employees?

- A. Accession rate
- B. Replacement rate
- C. Turnover rate
- D. Succession rate

Answer: A

Explanation:

The accession rate compares the number of new employees to the total number of employees. This metric indicates whether an organization is experiencing too much or too little turnover. Human resources departments use the accession rate to identify focus areas for their recruiting and retention efforts.

NEW QUESTION # 61

Before a newly forming labor union may submit a demand for recognition to the employer, what step must occur?

- **A. Acquire signed authorization cards from employees.**
- B. Petition the NLRB for voluntary recognition.
- C. Meet with the employer to discuss alternatives.
- D. Establish a bargaining position for the union.

Answer: A

Explanation:

Before submitting to the employer a demand for recognition, the labor union must acquire signed authorization cards from employees. This essentially provides an official statement from employees about their intent to unionize and lets the NLRB know that unionizing activity has support from employees. Petitioning the NLRB for voluntary recognition occurs next. Establishing a bargaining position and meeting with the employer to discuss alternatives are activities of the union itself, but they are not part of the actual unionization process.

NEW QUESTION # 62

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