

# Sphr Exam Questions And Answers

## HRCI- SPHR PRACTICE EXAM NEW PRACTICE QUESTIONS AND ANSWERS NEW UPDATE 2022

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership
- D. Authoritarian leadership - B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment
- D. None, because it's consensual - C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

The international gas utility company for which you direct HR does not have an organized health and safety program for its workers. What should be your first step?

- A. Focus on becoming compliant with international, federal, state, and local safety standards.
- B. Identify the employees who are most at risk and begin safety efforts with them.
- C. Obtain approval for a company-wide incentive program based on zero accidents or injuries.
- D. Meet with the workers' compensation brokers to assess the costs of lack of a safety program.

See the answer - B. In this high-risk industry, it would be prudent for human resources to begin building a safety program for those workers who are most at risk. This effort may include data collection, incentives, and compliance efforts as part of the overall intervention strategy.

The food distribution center for which you work has seen an increase in the number of loading-dock workers reporting ankle injuries. What strategy would be most effective to reduce or eliminate the risk?

- A. Require employees to wear high-top steel-toed work boots.
- B. Review the injury records for patterns of unsafe behaviors.
- C. Conduct a root-cause analysis with a committee made up of dock workers.
- D. Ask the occupational clinic to come in and provide safety training. - C. Any time there is an increase in injuries and accidents, HR should take the time to analyze for root causes. From this, hazard abatement strategies may be developed and could include new personal protective equipment requirements or worker training.

SPHR Exam Questions and Answers are vital for individuals preparing for the Senior Professional in Human Resources (SPHR) certification. The SPHR exam, administered by the HR Certification Institute (HRCI), is designed for experienced HR professionals who are responsible for strategic planning and decision-making within their organizations. This article will explore the SPHR exam, including its structure, study strategies, sample questions, and answers, as well as tips for success.

## Understanding the SPHR Exam

The SPHR exam assesses a candidate's knowledge and understanding of the strategic and policy-making aspects of human resource management. It is

intended for senior-level HR professionals who are involved in the overall HR function of an organization.

## **Exam Structure**

- Format: The SPHR exam consists of 150 multiple-choice questions.
- Duration: Candidates are given 3 hours to complete the exam.
- Content Areas: The exam covers six primary content areas:
  1. Strategic Management
  2. Workforce Planning and Employment
  3. Human Resource Development
  4. Total Rewards
  5. Employee and Labor Relations
  6. Risk Management

## **Eligibility Criteria**

To qualify for the SPHR certification, candidates must meet specific eligibility requirements based on their educational background and professional experience. The requirements are as follows:

- Bachelor's degree: 4 years of professional HR experience
- Master's degree: 3 years of professional HR experience
- No degree: 7 years of professional HR experience

## **Study Strategies for the SPHR Exam**

Preparation is key to success on the SPHR exam. Here are some effective study strategies:

### **Create a Study Plan**

1. Set a Timeline: Allocate sufficient time for study, typically 3-6 months before the exam date.
2. Break it Down: Divide the content areas into manageable sections and set goals for each study session.
3. Use a Calendar: Mark important dates, such as study milestones and exam day.

### **Utilize Study Materials**

- Recommended Books:
- "SPHR Exam Prep" by Cathy A. Tanimura
- "The Complete Guide to SPHR Exam" by A. W. Kelsey
- Online Courses: Consider enrolling in SPHR preparation courses offered by accredited institutions.
- Practice Exams: Utilize practice exams to familiarize yourself with the question format and types of content.

## **Join Study Groups**

Participating in a study group can offer several benefits:

- Shared Knowledge: Group members can provide insights and explanations on complex topics.
- Accountability: Regular meetings encourage consistent study habits.
- Networking Opportunities: Connect with fellow HR professionals who can provide support and resources.

## **Sample SPHR Exam Questions and Answers**

Understanding the types of questions that may appear on the SPHR exam can help candidates prepare more effectively. Below are some sample questions along with their answers.

### **Sample Questions**

1. Question: What is the primary purpose of a job analysis?

- a) To identify training needs
- b) To determine employee compensation
- c) To establish job requirements and responsibilities
- d) To assess employee performance

Answer: c) To establish job requirements and responsibilities

2. Question: Which of the following is a key principle of effective performance management?

- a) Annual reviews are sufficient for performance evaluation.
- b) Feedback should be given only during formal review periods.
- c) Continuous feedback promotes employee development.
- d) Performance management is the sole responsibility of HR.

Answer: c) Continuous feedback promotes employee development.

3. Question: In the context of labor relations, what does "collective bargaining" refer to?

- a) Individual negotiation of employment terms
- b) The process of negotiating employment contracts between employers and employee representatives
- c) The legal framework for employee termination
- d) A method for resolving workplace disputes

Answer: b) The process of negotiating employment contracts between employers and employee representatives.

4. Question: Which of the following laws prohibits discrimination based on race, color, religion, sex, or national origin?

- a) The Fair Labor Standards Act (FLSA)
- b) The Civil Rights Act of 1964
- c) The Americans with Disabilities Act (ADA)
- d) The Age Discrimination in Employment Act (ADEA)

Answer: b) The Civil Rights Act of 1964.

5. Question: What is the primary goal of a talent management strategy?

- a) To reduce employee turnover
- b) To align workforce capabilities with business objectives
- c) To maintain compliance with labor laws
- d) To enhance employee compensation packages

Answer: b) To align workforce capabilities with business objectives.

## **Exam Day Tips**

As the exam date approaches, it is essential to prepare not only academically but also mentally. Here are some tips for exam day:

- **Get Adequate Rest:** Ensure you sleep well the night before the exam to stay alert.
- **Eat a Healthy Breakfast:** Fuel your body with nutritious food to maintain energy levels during the exam.
- **Arrive Early:** Give yourself plenty of time to reach the exam center to avoid unnecessary stress.
- **Read Each Question Carefully:** Take your time to understand what is being asked before selecting an answer.
- **Manage Your Time:** Keep an eye on the clock and allocate time wisely to ensure you can answer all questions.

## **Conclusion**

Preparing for the SPHR exam questions and answers can feel overwhelming, but with the right strategies and resources, candidates can enhance their chances of success. By understanding the exam structure, creating a solid study plan,

utilizing appropriate study materials, and practicing with sample questions, HR professionals can approach the exam with confidence. Remember, the goal of the SPHR certification is not merely to pass an exam but to deepen your understanding of strategic HR management, ultimately benefiting your organization and career.

## **Frequently Asked Questions**

### **What types of topics are typically covered in SPHR exam questions?**

SPHR exam questions typically cover topics such as strategic management, workforce planning, employee relations, talent acquisition, learning and development, and total rewards.

### **How can I find practice questions for the SPHR exam?**

Practice questions for the SPHR exam can be found in study guides, online courses, and official certification resources. Websites that specialize in HR certification preparation also offer sample questions.

### **Are there any official resources recommended for studying for the SPHR exam?**

Yes, the HR Certification Institute (HRCI) provides official study materials, including the SPHR Exam Content Outline and recommended reading lists, which can help candidates prepare effectively.

### **What is the format of SPHR exam questions?**

The SPHR exam consists of multiple-choice questions, where candidates must select the best answer from the options provided. The questions may involve case studies or scenarios that require critical thinking.

### **How can I effectively prepare for the SPHR exam questions?**

To prepare effectively, candidates should review the exam content outline, utilize study guides, participate in study groups, take practice exams, and stay updated on current HR practices and trends.

### **What is the passing score for the SPHR exam?**

The passing score for the SPHR exam is determined by HRCI based on a standard-setting process, but it is generally around 500 out of a possible 700 points. It's important to check the latest guidelines from HRCI.

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