

HRCI SPHR

HRCI HR SENIOR PROFESSIONAL CERTIFICATION QUESTIONS & ANSWERS

Details of the Exam-Syllabus-Questions

SPHR

HRCI Senior Professional in Human Resources (SPHR)

175 Questions Exam – 500 / 700 Cut Score – Duration of 180 minutes

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Get an Overview of the SPHR Certification:

Who should take the [SPHR exam](#)? This is the first question that comes to a candidate's mind when preparing for the HR Senior Professional certification. The SPHR certification is suitable for candidates who are keen to earn knowledge on the Human Resources and grab their HRCI Senior Professional in Human Resources (SPHR). When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But SPHR study guide PDF is here to solve the problem. SPHR PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

Why Should You Earn the HRCI SPHR Certification?

There are several reasons why one should grab the SPHR certification.

- The HR Senior Professional certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [HRCI Senior Professional in Human Resources \(SPHR\)](#) is a powerful qualification for a prosperous career.

What Is the HRCI SPHR HR Senior Professional Certification Exam Structure?

Exam Name	HRCI Senior Professional in Human Resources
Exam Code	SPHR
Exam Fee	USD \$495
Application Fee	USD \$100
Exam Duration	180 Minutes
Number of Questions	175
Passing Score	500 / 700
Format	Multiple Choice Questions
Books / Trainings	Preparation
Schedule Exam	PROMETRIC
Sample Questions	HRCI HR Senior Professional Exam Sample Questions and Answers
Practice Exam	HRCI Senior Professional in Human Resources (SPHR) Practice Test

Enhance Knowledge with SPHR Sample Questions:

Question: 1

The cost of living in the Silicon Valley of California has made it difficult for educational institutions to recruit teachers. This is because teachers cannot typically afford the housing costs in the areas where the schools are located. This is the best example of which of element of a SWOT audit?

- a) Strength
- b) Weakness
- c) Opportunity
- d) Threat

Answer: d

Question: 2

What is the primary way a human capital management plan may be effective?

- a) If it aligns with the company's strategic plans
- b) If it properly forecasts the talent necessary to achieve company goals
- c) If it creates a competitive advantage for organizations
- d) All of the above

Answer: d

Question: 3

Which of the following processes is the LEAST likely to be used in a non-union environment?

- a) Compulsory arbitration
- b) Mediation
- c) Open door policy
- d) Peer review

Answer: a

Question: 4

According to situational theorists, which of the following leadership style is the most effective in managing unskilled, entry-level workers?

- a) Selling
- b) Telling
- c) Participating
- d) Delegating

Answer: b

Question: 5

Which of the following describes an employee involvement strategy which requires organizational commitment at all levels of the organization, especially management, for it to be effective?

- a) Participative management
- b) Alternate work schedules
- c) Employee suggestion systems
- d) Teams

Answer: a

Question: 6

The large auto parts manufacturer for which you work has recently purchased land in an adjacent city and plans to build an additional warehouse. This is the best example of which of the following?

- a) A brownfield operation
- b) A greenfield operation
- c) A workforce plan
- d) An acquisition

Answer: b**Question: 7**

In which stage of project management are the plan deliverables and timelines most likely to be established?

- a) Implementation
- b) Evaluation
- c) Initiation
- d) Planning

Answer: d**Question: 8**

In what succession plan approach are three or more potential candidates identified, all with various levels of readiness for promotion?

- a) Co-sourcing
- b) Labor market
- c) Replacement plans
- d) Talent pool

Answer: d**Question: 9**

What is the purpose of the Generally Accepted Accounting Principles (GAAP)?

- a) To create the body of knowledge for accounting professionals
- b) To guide the competencies required of certified public accountants
- c) To establish consequences for accounting professionals who behave in an unlawful manner
- d) To create checks and balances within accounting departments

Answer: d

Question: 10

Analyzing the future hiring needs for an annual strategic plan is the best example of which of the following?

- a) The Delphi technique
- b) The nominal technique
- c) Forecasting
- d) Cost–benefit analysis

Answer: c

What Study Guide Works Best in Acing the HRCI SPHR HR Senior Professional Certification?

The SPHR study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the HR Senior Professional exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

Get Expert Advice from the Training:

Do not forget to join the HRCI SPHR training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

Get Access to the PDF Sample Questions:

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

Avoid Dumps and Utilize the HRCI SPHR Practice Test:

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, SPHR practice tests always stand out to be the better choice than dumps PDF.

Avail the Proven SPHR Practice Test for Success!!!

Do you want to pass the SPHR exam on your first attempt? Stop worrying; we, ProcessExam.com are here to provide you the best experience during your HRCI Senior Professional in Human Resources preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [SPHR practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.