

HRCI SPHR

**HRCI HR SENIOR PROFESSIONAL CERTIFICATION QUESTIONS &
ANSWERS**

Exam Summary – 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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Know Your SPHR Certification Well:

The SPHR is best suitable for candidates who want to gain knowledge in the HRCI Human Resources. Before you start your SPHR preparation you may struggle to get all the crucial HR Senior Professional materials like SPHR syllabus, sample questions, study guide.

But don't worry the SPHR PDF is here to help you prepare in a stress free manner.

The PDF is a combination of all your queries like-

- What is in the SPHR syllabus?
- How many questions are there in the SPHR exam?
- Which Practice test would help me to pass the SPHR exam at the first attempt?

Passing the SPHR exam makes you HRCI Senior Professional in Human Resources (SPHR). Having the HR Senior Professional certification opens multiple opportunities for you. You can grab a new job, get a higher salary or simply get recognition within your current organization.

HRCI SPHR HR Senior Professional Certification Details:

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

SPHR Syllabus:

Topics	Details	Weights
<p>Leadership and Strategy</p>	<p>Responsibilities:</p> <ol style="list-style-type: none"> 1. Develop and execute HR plans that are aligned to the organization’s strategic plan (for example: HR strategic plans, budgets, business plans, service delivery plans, HRIS, technology) 2. Evaluate the applicability of federal laws and regulations to organizational strategy (for example: policies, programs, practices, business expansion/reduction) 3. Analyze and assess organizational practices that impact operations and people management to decide on the best available risk management strategy (for example: avoidance, mitigation, acceptance) 4. Interpret and use business metrics to assess and drive achievement of strategic goals and objectives (for example: key performance indicators, financial statements, budgets) 5. Design and evaluate HR data indicators to inform strategic actions within the organization (for example: turnover rates, cost per hire, retention rates) 6. Evaluate credibility and relevance of external information to make decisions and recommendations (for example: salary data, management trends, published surveys and studies, legal/regulatory analysis) 7. Contribute to the development of the organizational strategy and planning (for example: vision, mission, values, ethical conduct) 8. Develop and manage workplace practices that are aligned with the organization’s statements of vision, values, and ethics to shape and reinforce organizational culture 9. Design and manage effective change strategies to align organizational performance with the organization’s strategic goals 10. Establish and manage effective relationships with key stakeholders to influence organizational behavior and outcomes <p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Vision, mission, and values of an organization and applicable legal and regulatory requirements 2. Strategic planning process 3. Management functions, including planning, organizing, directing, and controlling 4. Corporate governance procedures and compliance 	<p>40%</p>

Topics	Details	Weights
	<ol style="list-style-type: none"> 5. Business elements of an organization (for example: products, competition, customers, technology, demographics, culture, processes, safety and security) 6. Third-party or vendor selection, contract negotiation, and management, including development of requests for proposals (RFPs) 7. Project management (for example: goals, timetables, deliverables, and procedures) 8. Technology to support HR activities 9. Budgeting, accounting, and financial concepts (for example: evaluating financial statements, budgets, accounting terms, and cost management) 10. Techniques and methods for organizational design (for example: outsourcing, shared services, organizational structures) 11. Methods of gathering data for strategic planning purposes (for example: Strengths, Weaknesses, Opportunities, and Threats [SWOT], and Political, Economic, Social, and Technological [PEST]) 12. Qualitative and quantitative methods and tools used for analysis, interpretation, and decision making purposes 13. Change management processes and techniques 14. Techniques for forecasting, planning, and predicting the impact of HR activities and programs across functional areas 15. Risk management 16. How to deal with situations that are uncertain, unclear, or chaotic 	
<p>Talent Planning and Acquisition</p>	<p>Responsibilities:</p> <ol style="list-style-type: none"> 1. Evaluate and forecast organizational needs throughout the business cycle to create or develop workforce plans (for example: corporate restructuring, workforce expansion, or reduction) 2. Develop, monitor, and assess recruitment strategies to attract desired talent (for example: labor market analysis, compensation strategies, selection process, onboarding, sourcing and branding strategy) 3. Develop and evaluate strategies for engaging new employees and managing cultural integrations (for example: new employee acculturation, downsizing, restructuring, mergers and acquisitions, divestitures, global expansion) <p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Planning techniques (for example: succession planning, forecasting) 2. Talent management practices and techniques (for example: selecting and assessing employees) 	<p>16%</p>

Topics	Details	Weights
	<ol style="list-style-type: none"> 3. Recruitment sources and strategies 4. Staffing alternatives (for example: outsourcing, temporary employment) 5. Interviewing and selection techniques and strategies 6. Impact of total rewards on recruitment and retention 7. Termination approaches and strategies 8. Employee engagement strategies 9. Employer marketing and branding techniques 10. Negotiation skills and techniques 11. Due diligence processes (for example: mergers and acquisitions, divestitures) 12. Transition techniques for corporate restructuring, mergers and acquisitions, offshoring, and divestitures 13. Methods to assess past and future staffing effectiveness (for example: cost per hire, selection ratios, adverse impact) 	
Learning and Development	<p>Responsibilities:</p> <ol style="list-style-type: none"> 1. Develop and evaluate training strategies (for example: modes of delivery, timing, content) to increase individual and organizational effectiveness 2. Analyze business needs to develop a succession plan for key roles (for example: identify talent, outline career progression, coaching and development) to promote business continuity 3. Develop and evaluate employee retention strategies and practices (for example: assessing talent, developing career paths, managing job movement within the organization) <p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Training program design and development 2. Adult learning processes 3. Training and facilitation techniques 4. Instructional design principles and processes (for example: needs analysis, content chunking, process flow mapping) 5. Techniques to assess training program effectiveness, including use of applicable metrics 6. Career and leadership development theories and applications 7. Organizational development (OD) methods, motivation methods, and problem-solving techniques 8. Coaching and mentoring techniques 9. Effective communication skills and strategies (for example: presentation, collaboration, sensitivity) 10. Employee retention strategies 	12%

Topics	Details	Weights
	11. Techniques to encourage creativity and innovation	
Total Rewards	<p>Responsibilities:</p> <ol style="list-style-type: none"> 1. Analyze and evaluate compensation strategies (for example: philosophy, classification, direct, indirect, incentives, bonuses, equity, executive compensation) that attract, reward, and retain talent 2. Analyze and evaluate benefit strategies (for example: health, welfare, retirement, recognition programs, work-life balance, wellness) that attract, reward, and retain talent <p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Compensation strategies and philosophy 2. Job analysis and evaluation methods 3. Job pricing and pay structures 4. External labor markets and economic factors 5. Executive compensation methods 6. Non-cash compensation methods 7. Benefits program strategies 8. Fiduciary responsibilities 9. Motivation concepts and applications 10. Benchmarking techniques 	12%
Employee Relations and Engagement	<p>Responsibilities:</p> <ol style="list-style-type: none"> 1. Design and evaluate strategies for employee satisfaction (for example: recognition, career path) and performance management (for example: performance evaluation, corrective action, coaching) 2. Analyze and evaluate strategies to promote diversity and inclusion 3. Evaluate employee safety and security strategies (for example: OSHA, HIPAA, emergency response plan, building access, data security/privacy) 4. Develop and evaluate labor strategies (for example: collective bargaining, grievance program, concerted activity, staying union free, strategically aligning with labor) <p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Strategies to facilitate positive employee relations 2. Methods for assessing employee attitudes, opinions, and satisfaction 3. Performance management strategies 4. Human relations concepts and applications 5. Ethical and professional standards 6. Diversity and inclusion concepts and applications 	20%

Topics	Details	Weights
	7. Occupational injury and illness prevention techniques 8. Workplace safety and security risks, and strategies 9. Emergency response, business continuity and disaster recovery strategies 10. Internal investigation, monitoring, and surveillance techniques 11. Data security and privacy 12. The collective bargaining process, strategies, and concepts (for example: contract negotiation, costing, administration)	

HRCI 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

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: 3

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: 4**

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: 5**

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: 6**

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: 7

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: 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

Study Guide to Crack HRCI HR Senior Professional SPHR Exam:

- Getting details of the SPHR syllabus, is the first step of a study plan. This pdf is going to be of ultimate help. Completion of the syllabus is must to pass the SPHR exam.
- Making a schedule is vital. A structured method of preparation leads to success. A candidate must plan his schedule and follow it rigorously to attain success.
- Joining the HRCI provided training for SPHR exam could be of much help. If there is specific training for the exam, you can discover it from the link above.
- Read from the SPHR sample questions to gain your idea about the actual exam questions. In this PDF useful sample questions are provided to make your exam preparation easy.
- Practicing on SPHR practice tests is must. Continuous practice will make you an expert in all syllabus areas.

Reliable Online Practice Test for SPHR Certification

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