



SPHR

Senior Professional in Human Resources

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Exam Summary

Syllabus

Questions

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Key to success in SPHR Exam on Senior Professional in Human Resources

To achieve the professional designation of Senior Professional in Human Resources from the HRCI, candidates must clear the SPHR Exam with the minimum cut-off score. For those who wish to pass the HRCI SPHR certification exam with good percentage, please take a look at the following reference document detailing what should be included in HRCI HR Senior Professional Exam preparation.

The HRCI SPHR Exam Summary, Body of Knowledge (BOK), Sample Question Bank and Practice Exam provide the basis for the real HRCI Senior Professional in Human Resources (SPHR) exam. We have designed these resources to help you get ready to take Senior Professional in Human Resources (SPHR) exam. If you have made the decision to become a certified professional, we suggest you take authorized training and prepare with our online premium [HRCI HR Senior Professional Practice Exam](#) to achieve the best result.

HRCI SPHR Certification Details:

Exam Name	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 SPHR Exam Sample Questions and Answers
Practice Exam	HRCI Senior Professional in Human Resources (SPHR) Practice Test

HRCI SPHR Exam Syllabus:

Topics	Weights
Leadership and Strategy	40%
Talent Planning and Acquisition	16%
Learning and Development	12%
Total Rewards	12%
Employee Relations and Engagement	20%

SPHR Sample Questions:

01. Which of the following statements about factor comparison is untrue?

- a) Factor comparison provides a degree of objectivity and reliability across raters.
- b) Factor comparison evaluates each job with respect to each compensable factor.
- c) Factor comparison assigns a point value to each level within each factor.
- d) Factor comparison involves ranking each compensable factor of each job.

02. Of the following situations, which one represents the highest priority for OSHA?

- a) Referrals from the media
- b) Planned inspections in high-hazard industries
- c) Employee complaints
- d) Catastrophes and fatal accidents

03. What is one overarching purpose of an HR audit?

- a) To ascertain how well the HR department—through all its various functional areas—has aligned itself with the organization’s strategic objectives
- b) To ascertain the degree to which the HR department has complied with all legal requirements and the potential financial exposure associated with existing levels of noncompliance
- c) To ascertain the performance of the HR department with respect to the nature and quality of the consultative services it provides to its internal clients
- d) To ascertain the degree to which the HR department is poised to meet the current, future, and emerging human capital and talent needs of the organization

04. Copyrights are granted for which period of time?

- a) The lifetime of the author
- b) The lifetime of the author, unless there are heirs to whom the copyright has been deeded
- c) The lifetime of the author plus 70 years
- d) The lifetime of the author plus 95 years

05. For a bargaining unit to be established, which of the following has to happen during the election?

- a) A simple majority of the voters must cast a vote in favor of the proposed bargaining unit.
- b) A simple majority of the individuals who would be members of the proposed bargaining unit must cast a vote in favor of the proposed bargaining unit.
- c) When there is more than one bargaining unit competing in the election, a proposed bargaining unit must obtain more votes than other bargaining units obtain.
- d) At least 30% of the voters must cast a vote in favor of the bargaining unit.

06. Which of the following is not one of the three main provisions of the Social Security Act?

- a) Retirement income
- b) Pension protection
- c) Survivor's benefits
- d) Disability benefits

07. A defining Supreme Court case for interpreting the Civil Rights Act of 1991 was

- a) Kolstad v. American Dental Association, 1991
- b) Grutter v. Bollinger and Gratz v. Bollinger, 2003
- c) St. Mary's Honor Center v. Hicks, 1993
- d) United Steelworkers v. Weber, 1979

08. The five distinct, yet overlapping, project management processes are (in order):

- a) Establishing, developing, implementing, evaluating, and controlling
- b) Initiation, planning, controlling, executing, and closing
- c) Planning, organizing, coordinating, directing, and controlling
- d) Initiation, planning, executing, controlling, and closing

09. Which of the following did the REA not accomplish?

- a) Lowered the minimum age requirement for pension plan participation and increased the years of service that count for vesting purposes
- b) Prohibited plans from counting maternity and paternity leaves as breaks in service for participation and vesting purposes
- c) Required qualified pension plans to provide automatic survivor benefits that could be waived only with the written consent of the plan participant
- d) Clarified that pension plans may obey certain qualified domestic relations (court) orders (QDROs) without violating ERISA

10. According to the OSH Act, which of the following statements is true?

- a) Employers must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- b) Employees have the right to copies of medical records of coworkers who have been exposed to toxic and harmful substances or conditions.
- c) Employers must submit a plan to reduce or eliminate workplace hazards by the date indicated on the citation.
- d) Employees have the right to review, but not to photocopy, their medical records or records of their exposure to toxic and harmful substances or conditions.

Answers to SPHR Exam Questions:

Question: 01 Answer: c	Question: 02 Answer: d	Question: 03 Answer: a	Question: 04 Answer: c	Question: 05 Answer: a
Question: 06 Answer: b	Question: 07 Answer: a	Question: 08 Answer: d	Question: 09 Answer: c	Question: 10 Answer: a

Note: If you find any typo or data entry error in these sample questions, we request you to update us by commenting on this page or write an email on feedback@processexam.com