

PHR/SPHR PRACTICE TEST

*225-Question Practice Test
2012 Edition*

AARON FRIAS

Phr Sphr Practice Test 225 Question

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PHR/SPHR Practice Test - 2016 Edition Amber Frias,2015-07-11 This book provides a comprehensive 225 question practice test to prepare you for the PHR and SPHR exam for your HR certification Practice tests are an important strategy to ensure you pass the exam especially since only about 55 of every 100 test takers pass the PHR and SPHR exam The questions in this book will help you assess your preparedness for the PHR SPHR exam and will help you target your study efforts The book also provides detailed answer explanations for each question This practice test covers the HRCI body of knowledge covered on the exam including Strategic Management Workforce Planning Employment Total Rewards Employee and Labor Relations Risk Management

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Bogardus,2009-10-16 More than 80 000 HR professionals having earned the Senior Professional in Human Resources SPHR or Professional in Human Resources PHR certification and another 20 000 are expected to take the exam in 2009 This complete update of the bestselling guide to HR certification contains additional coverage of new HR policies and standards as well as updated practice exam questions and real world scenarios Key topics include strategic management workforce planning and employment compensation and benefits employee and labor relations and Occupational Safety and Health Administration OSHA regulations The CD ROM contains two bonus exams one each for PHR and SPHR as well as flashcards and an electronic book Note CD ROM DVD and other supplementary materials are not included as part of eBook file **PHR / SPHR Professional in Human Resources Certification Study Guide** Sandra M. Reed,Anne M. Bogardus,2012-04-18

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questions and they have to be answered within four hours The questions are randomly generated and each test is unique In order to pass the test a score of 500 out of 700 is required Thorough preparation cannot be overlooked That is why the author Matt Webber a human resources professional developed the PHR SPHR Study Guide It contains multiple choice questions with DETAILED RATIONALES as well as an overview of key human resources concepts It comes in text format so that you can use it wherever life takes you It s sections include Business Management and Strategy Strategic Management Organizations Strategy Workforce Planning and Employment Total Rewards Compensation Payroll Benefits Training and Development Employee and Labor Relations Learning and Development Talent Planning and Acquisition Polygraph Tests Forecasting Strategic Management Relocation Organizations Life Cycle Strategy Hofstede s IBM Employee Study Types of Organizations Quid Pro Quo FLSA Job Analysis Job Description Predictive Validity Discrimination Interview Performance Appraisal Types of Employment Compensation Indirect Compensation The Equal Pay Act Payroll The Davis Bacon Act of 1931 Person Based Pay System Benefits Packages Health Care Employee Assistance Programs The Learning Process KSA Missions and Goals Hawthorne Studies Mentor Collective Bargaining Unions Grievance Procedure Types Strikes Protective Laws and Acts Title VII of the Civil Rights Act Americans with Disabilities Act The Labor Management Relations Act Occupational Safety and Health Act Safety Management Ergonomics MSDS Polygraph Instances Injuries Accident Investigation Drug Use The Drug Free Workplace Act Acquisition Recruiting Types of Contracts Maintenance The Family and Medical Leave Act MBO Conclusion Passing the Test Preparing for the Test What to Bring Conclusion Each section is divided into subsections making sure all aspects of the exam are covered If you read our study guide in addition to pursuing other study methods we are confident you will pass the PHR SPHR Exam [PHR/SPHR](#) Anne M. Bogardus,2004-01-23 Whether you re a HR professional seeking to validate the skills and knowledge acquired through years of practical experience or a relative newcomer to the HR field looking to strengthen your resume the PHR and SPHR certifications from the Human Resource Certification Institute HRCI provide you with the means to do so The PHR SPHR Professional in Human Resources Certification Study Guide was developed to help you prepare for these challenging exams and includes additional study tools designed to reinforce understanding of key functional areas Key topics include Strategic Management Formulating HR objectives practices and policies to meet organizational needs and opportunities Workforce Planning and Employment Planning developing implementing administering and performing ongoing evaluation of recruiting hiring orientation and exit Human Resource Development Ensuring that skills knowledge abilities and performance of the workforce meet organizational and individual needs Compensation and Benefits Analyzing developing implementing administering and performing ongoing evaluation of total compensation and benefits NOTE This study guide and or materials are not sponsored by endorsed by or affiliated in any way with the Human Resource Certification Institute HRCI an affiliate of the Society for Human Resource Management SHRM PHR SPHR GPHR and HRCI are trademarks or registered marks of HRCI SHRM is a

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human resources professional developed the PHR SPHR Audio Study Guide This edition is a audiobook bundle It contains multiple choice questions with DETAILED RATIONALES as well as an overview of key human resources concepts It comes in text audio format so that you can listen to it wherever life takes you It s sections include Business Management and Strategy Strategic Management Organizations Strategy Workforce Planning and Employment Total Rewards Compensation Payroll Benefits Training and Development Employee and Labor Relations Learning and Development Talent Planning and Acquisition Polygraph Tests Forecasting Strategic Management Relocation Organizations Life Cycle Strategy Hofstede s IBM Employee Study Types of Organizations Quid Pro Quo FLSA Job Analysis Job Description Predictive Validity Discrimination Interview Performance Appraisal Types of Employment Compensation Indirect Compensation The Equal Pay Act Payroll The Davis Bacon Act of 1931 Person Based Pay System Benefits Packages Health Care Employee Assistance Programs The Learning Process KSA Missions and Goals Hawthorne Studies Mentor Collective Bargaining Unions Grievance Procedure Types Strikes Protective Laws and Acts Title VII of the Civil Rights Act Americans with Disabilities Act The Labor Management Relations Act Occupational Safety and Health Act Safety Management Ergonomics MSDS Polygraph Instances Injuries Accident Investigation Drug Use The Drug Free Workplace Act Acquisition Recruiting Types of Contracts Maintenance The Family and Medical Leave Act MBO Conclusion Passing the Test Preparing for the Test What to Bring Conclusion Each section is divided into subsections making sure all aspects of the exam are covered If you listen to or read our study guide in addition to pursuing other study methods we are confident you will pass the PHR SPHR Exam So go ahead and scroll up and click buy for me today PLEASE NOTE When you purchase this title the accompanying PDF will be available in your Audible Library along with the audio

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