



PHR/SPHR PRACTICE TEST

*225-Question Practice Test
2016 Edition*

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Phr Spkr Practice Test 225 Question

Aaron Frias Spkr, Aaron Frias

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Resources certification exams These 1 010 Practice Questions were prepared to ensure candidates have an adequate preparation material for the HR exams with a focus on the requirements of the Human Resource Body of Knowledge The practice tests feature HR topics from the following areas Business Management and Strategy Talent Planning and Acquisition Workforce Planning and Employment Learning and Development Total Rewards Employee and Labor Relations Risk Management **PHR/SPHR Study Guide - Practice Questions! Best PHR Test Prep to Help You Prepare for the PHR Exam! Get PHR Certification!** Matt Webber,2020-05-20 If you want to pass the PHR SPHR Exam but don t have a lot of time for studying keep reading You are no doubt a busy professional with a lot of things going on It can be challenging to find the time to read and study for the PHR SPHR Test However the truth is that the PHR TEST is a challenging exam It is normal to have some anxiety about taking this test The test is 225 multiple choice 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 Study Guide! Complete Review & Practice Questions! Best PHR Test Prep Book To Help You Prepare For The Exam & Get Your Certification!** Matt Webber,2021-02-18 If you want to pass the PHR SPHR Exam but don t have a lot of time for studying keep reading You are no doubt a busy professional with a lot of things going on It can be challenging to find the time to read and study for the PHR SPHR Test However the truth is that the PHR TEST is a

challenging exam It is normal to have some anxiety about taking this test The test is 225 multiple choice 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 This edition is a bundle 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 bring 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 Exam For Dummies** Sandra M. Reed,2016-01-06 Your ideal all inclusive study guide for the PHR and SPHR exams Adding the Professional in Human Resources PHR or Senior Professional in Human Resources SPHR certification to your resume immediately places you above less qualified competitors After studying with PHR SPHR Exam For Dummies you will conquer the exam armed with confidence and a solid understanding of the test and its presentation This book online product includes 4 unique practice tests two in the book one PHR one SPHR and two additional tests online one additional PHR one additional SPHR All practice questions include detailed answers and explanations As human resources becomes an increasingly popular field you should snatch every opportunity to give yourself an edge Updated to cover the six functional areas included in the three hour 175 question online exam Business Management Strategy Workforce Planning Employment Human Resource Development Compensation Benefits Employee Labor Relations and Risk Management Prepares readers to take an exam that replaces the 60 credit hours of continuing education that is required for recertification every three years For aspiring students and human resources professionals this For Dummies text is the ideal guide to acing the PHR SPHR Exam **PHR/SPHR Audio Study Guide!**

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Aaron Frias Spshr,Aaron Frias,2009-08-10 This is a must have for anyone taking the PHR or SPHR certification exam This book provides a comprehensive 225 question practice test The questions will help you assess your preparedness for the PHR SPHR exam and will help you target your study efforts The questions are based on the HRCI exam s body of knowledge Strategic Management Workforce Planning Human Resources Development Total Rewards Employee and Labor Relations Risk Management The book includes detailed answer explanations for each of the 225 questions The book has been updated for the 2012 changes Corrections to the grammer and answer key issues discussed in the comments below have been corrected in this edition

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Phr Sphr Practice Test 225 Question :

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