

# PHR Study Guide 2025–2026

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for the Professional in Human Resources Certification  
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# Phr Certification 2015 Study Guide

**Elissa Simon**



## **Phr Certification 2015 Study Guide:**

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Bogardus, 2009-03-03 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

**Attracting and Retaining Millennial Workers in the Modern Business Era** Tsai, Meng-Shan, 2018-06-13 The millennial generation is rapidly progressing in the workforce As it does it brings with it new ways of working and managing efficiency in the workplace The challenge faced by managers and businesses is how to provide a space that encourages the new ideals of millennials while also balancing the needs and desires of other generational employees Attracting and Retaining Millennial Workers in the Modern Business Era offers an in depth discussion on pivotal issues surrounding generational differences and management in the workplace Featuring extensive coverage on relevant topics such as training and development promotions salaries and career progressions this book is a vital resource of academic material for business practitioners managers professionals human resources managers and researchers who are seeking more information on the emergence of millennial employees PHR, PHRi and SPHR, SPHRi Human Resources Certification Complete Study Guide Sandra M. Reed, 2024-11-13 Prepare for the updated 2024 PHR PHRi and SPHR SPHRi certification exams smarter and faster with this Sybex Study Guide The newly revised sixth edition of the PHR PHRi and SPHR SPHRi Human Resources Certification Complete Study Guide 2024 Exams is the ideal resource for HR professionals seeking to validate their skills and knowledge acquired through years of practical experience or for a relative newcomer to the HR field looking to strengthen their resume The new edition of the bestselling PHR and SPHR Study Guide reflects the recently updated A Guide to the Human Resource Body of Knowledge HRBoK and is written to help you prepare for these challenging exams The Study Guide walks you through the seven key functional areas of the PHR PHRi and five key functional areas of the SPHR SPHRi that are covered in the exams including business management and strategy leadership workforce planning talent acquisition and talent management learning and development total rewards employee engagement employee and labor relations and the

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and test taking strategies contained in this study guide

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*Nine Practices of 21st Century Leadership* Gary DePaul, 2022-07-22. Near the end of the 20th Century, the leadership concept radically evolved away from the traditional concept of accomplishing work through others. Unfortunately, too many professionals unconsciously still have faulty traditional assumptions that can get them, their teams, and their organizations in trouble. The author has researched the evolution of leadership and summarizes seven contemporary principles, twenty-six underlying leadership beliefs, and nine crucial practices of 21st Century Leadership. While too many leadership books focus on qualities, DePaul explains specific behaviors for practicing leadership. The second edition includes new research about leadership and leadership development. With the pandemic, organizations have had to rely more on effective leadership to build high-performing teams, often at a distance. Training departments have had to radically update how they develop employees at all levels, and executive coaches have transitioned to virtual client support. With all these environmental changes, as well as new social pressures on organizations to embrace diversity, equity, and inclusion, organizations need to change how they lead and avoid allowing their culture to develop by chance.

**PHR and SPHR Professional in Human Resources Certification Complete Study Guide** Sandra M. Reed, 2019-05-14. The 1 book for the leading HR certifications aligned with the updated HRBoK™. PHR and SPHR certifications offered by Human Resources Certification Institute (HRCI) have become the industry standard for determining competence in the field of human resources. Developed by working professionals, the PHR and SPHR credentials demonstrate that recipients are fully competent HR practitioners based on a standard set by workforce peers. Offering insights into those areas of knowledge and practices

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