

HRCI SPHRi

**HRCI HR SENIOR PROFESSIONAL IN HUMAN RESOURCES -
INTERNATIONAL CERTIFICATION QUESTIONS & ANSWERS**

Details of the Exam-Syllabus-Questions

SPHRI

HRCI Senior Professional in Human Resources - International (SPHRi)

140 Questions Exam – 72% Cut Score

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Get an Overview of the SPHRi Certification:

Who should take the [SPHRi exam](#)? This is the first question that comes to a candidate's mind when preparing for the HR Senior Professional in Human Resources - International certification. The SPHRi certification is suitable for candidates who are keen to earn knowledge on the Strategic Certification and grab their HRCI Senior Professional in Human Resources - International (SPHRi). When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But SPHRi study guide PDF is here to solve the problem. SPHRi PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

Why Should You Earn the HRCI SPHRi Certification?

There are several reasons why one should grab the SPHRi certification.

- The HR Senior Professional in Human Resources - International certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [HRCI Senior Professional in Human Resources - International \(SPHRi\)](#) is a powerful qualification for a prosperous career.

What Is the HRCI SPHRi HR Senior Professional in Human Resources - International Certification Exam Structure?

Exam Name	HRCI Senior Professional in Human Resources - International
Exam Code	SPHRi
Exam Fee	USD \$495
Application Fee	USD \$100
Exam Duration	165 Minutes plus 30 minutes administration time
Number of Questions	140
Passing Score	72%

Format	Multiple Choice Questions
Schedule Exam	Pearson VUE
Sample Questions	HRCI HR Senior Professional in Human Resources - International Exam Sample Questions and Answers
Practice Exam	HRCI Senior Professional in Human Resources - International (SPHRi) Practice Test

Enhance Knowledge with SPHRi Sample Questions:

Question: 1

Which of the following is a characteristic of a service center in HR service delivery?

- a) Decentralized and scattered HR functions
- b) Manual and paper-based HR processes
- c) Single point of contact for HR services and inquiries
- d) Restrictive access to HR resources for employees

Answer: c

Question: 2

Which of the following is an example of a predictive analytics analysis in HR?

- a) Assessing employee performance based on historical data
- b) Using data to predict future employee turnover rates
- c) Determining compensation levels based on job requirements
- d) Ignoring the use of data to inform HR decision-making

Answer: b

Question: 3

Which of the following laws establishes minimum standards for retirement plans in private industry?

- a) Americans with Disabilities Act (ADA)
- b) Family and Medical Leave Act (FMLA)
- c) Occupational Safety and Health Act (OSHA)
- d) Employee Retirement Income Security Act (ERISA)

Answer: d

Question: 4

Which of the following is a characteristic of effective HR data governance?

- a) Ensuring data accuracy and integrity
- b) Allowing unrestricted access to HR data
- c) Ignoring data privacy and confidentiality
- d) Relying solely on subjective opinions

Answer: a

Question: 5

Which HR function is responsible for designing and implementing training programs?

- a) Recruitment and selection
- b) Training and development
- c) Compensation and benefits
- d) Performance management

Answer: b

Question: 6

Which HR function is responsible for managing employee relations and resolving conflicts in the workplace?

- a) Employee relations
- b) Training and development
- c) Compensation and benefits
- d) Recruitment and selection

Answer: a

Question: 7

Which of the following is a characteristic of effective HR service delivery through a ticketing system?

- a) In-person HR consultations
- b) Manual and paper-based HR processes
- c) Automated tracking and resolution of HR inquiries
- d) Restrictive access to HR resources for employees

Answer: c

Question: 8

Which of the following is an example of an HR metric related to diversity and inclusion?

- a) Absenteeism rate
- b) Turnover rate
- c) Cost per hire
- d) Diversity index

Answer: d

Question: 9

Which of the following laws sets minimum wage and overtime pay requirements?

- a) Americans with Disabilities Act (ADA)
- b) Family and Medical Leave Act (FMLA)
- c) Occupational Safety and Health Act (OSHA)
- d) Fair Labor Standards Act (FLSA)

Answer: d

Question: 10

Which leadership style focuses on building trust, empowering others, and enabling personal growth?

- a) Transactional leadership
- b) Authoritarian leadership
- c) Transformational leadership
- d) Laissez-faire leadership

Answer: c

What Study Guide Works Best in Acing the HRCI SPHRi HR Senior Professional in Human Resources - International Certification?

The SPHRi study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the HR Senior Professional in Human Resources - International exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you

don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

Get Expert Advice from the Training:

Do not forget to join the HRCI SPHRi training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

Get Access to the PDF Sample Questions:

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

Avoid Dumps and Utilize the HRCI SPHRi Practice Test:

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, SPHRi practice tests always stand out to be the better choice than dumps PDF.

Avail the Proven SPHRi Practice Test for Success!!!

Do you want to pass the SPHRi exam on your first attempt? Stop worrying; we, ProcessExam.com are here to provide you the best experience during your HRCI Senior Professional in Human Resources - International preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [SPHRi practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.