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*PHR/SPHR Professional in Human Resources Certification Practice Exams* Gabriella Parente-Neubert, Tresha Moreland, Joanne Simon-Walters, 2014-07-03 Don't Let the Real Test Be Your First Test! Based on the HR Certification Institute's Professional and Senior Professional in Human Resources bodies of knowledge, this practical guide contains 600+ realistic practice exam questions to prepare you for these challenging certification exams. To aid in your understanding of the material, in-depth explanations of both the correct and incorrect answers are provided for every question. A valuable pre-assessment exam tests your readiness and identifies areas requiring further study. Designed to help you pass the exams, this is the perfect companion to PHR/SPHR Professional in Human Resources Certification All-in-One Exam Guide. Covers all PHR and SPHR functional areas, including: Business management and strategy Workforce planning and employment Human resource development Compensation and benefits Employee and labor relations Risk management Electronic content includes: All 600+ practice exam questions from the book in the Total Tester exam engine--test yourself by exam topic or take complete exams PDF copy of the book for studying on the go

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*PHR and SPHR Certification Guide* Raymond B. Weinberg, 2007-04 Updated in 2007 to cover the current PHR/SPHR Body of Knowledge, this thorough test-preparation guide is an ideal tool for human resource professionals preparing for certification as a Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR). This is the only guide prepared by the Human Resources Certification Institute (HRCI), the certifying body for these exams. The guide is designed to provide HR professionals with relevant information about the PHR and SPHR Body of Knowledge (also known as the test specifications) on which these exams are based. The guide includes tips for exam preparation including suggested resources, and a practice exam, including answers, rationales for the answers and coding.

**PHR/SPHR Professional in Human Resources Certification All-in-One Exam Guide, Second Edition** William H. Truesdell, Christina Nishiyama, Dory Willer, 2019-03-29 Publisher's Note: Products purchased from Third Party sellers are not guaranteed by the publisher for quality, authenticity, or access to any online entitlements included with the product. Fully updated coverage of every topic on the 2018 versions of the PHR and SPHR exams Get complete coverage of the HR Certification Institute's Professional and Senior Professional in Human Resources bodies of knowledge inside this comprehensive resource. Written by HR experts, this authoritative guide fully addresses the core knowledge and responsibilities necessary for the implementation and management of HR practices. You'll find chapter reviews, "In-the-Trenches" sidebars featuring HR experts' real-world experiences and sage advice, practice exam questions, and in-depth explanations. Designed to help you pass the PHR and SPHR exams with ease, this definitive volume also serves as an essential on-the-job reference. Covers all PHR and SPHR functional areas, including: •Business Management •Leadership and Strategy •Talent Planning and Acquisition •Learning and Development •Total Rewards •Employee and Labor Relations Electronic content includes: •350 practice exam questions •Test engine that provides full-length practice exams and customized quizzes by exam topic

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