



SPHR^{Q&As}

The Professional in Human Resources (SPHR)

Pass HRCI SPHR Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.pass4itsure.com/sphr.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by HRCI
Official Exam Center

- ⚙️ **Instant Download** After Purchase
- ⚙️ **100% Money Back** Guarantee
- ⚙️ **365 Days** Free Update
- ⚙️ **800,000+** Satisfied Customers





QUESTION 1

You are completing a Form I-9 with a newly hired employee. Which one of the following documents is not allowed as a proof of identity and employment eligibility for the newly hired employee?

- A. Driver's license
- B. Expired US passport
- C. Unexpired reentry permit
- D. Certificate of naturalization

Correct Answer: A

QUESTION 2

A PEST analysis is used during the strategic planning process. What is PEST an acronym for?

- A. Political, environmental, strengths, threats
- B. Product, environment, social, technology
- C. Political, economic, social, technology
- D. Political, economic, specific, timely

Correct Answer: C

QUESTION 3

What is the most effective method of performance evaluation?

- A. A field-review process
- B. A continuous-feedback process
- C. A forced-ranking process
- D. A behaviorally anchored rating-scale process

Correct Answer: B

QUESTION 4

Which of the following is a certain block of time during the work week when employees perform work related duties?

- A. Interval



- B. Shift
- C. Shift premium
- D. Base pay

Correct Answer: B

QUESTION 5

Ken is an employee in your organization. When it comes to training and learning new skills, Ken says that he learns best by listening to lectures, audio recordings, and podcasts. What type of a learner is Ken?

- A. Tactile learner
- B. Audible learner
- C. Auditory learner
- D. Visual learner

Correct Answer: C

[Latest SPHR Dumps](#)

[SPHR Study Guide](#)

[SPHR Exam Questions](#)