



SPHR Exam Flashcard Study System: SPHR Test Practice Questions & Review for the Senior Professional in Human Resources Certification Exam (Cards)

SPHR Exam Secrets Test Prep Team

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*****Ace the SPHR Exam and Get the Results You Deserve***** The SPHR exam is a challenging test and your results can make a huge difference when it comes to your future. If you do well on the exam, it can open doors and lead to wonderful opportunities. If you do poorly on the exam, you will find yourself with a lot fewer options. You may have to put your plans for the future on hold, or even give up on them altogether. Preparing for your exam with our *SPHR Exam Flashcard Study System* can help you avoid this fate and give you a big advantage when you sit down to take the test. Thousands of satisfied customers have relied on Mometrix Flashcards to help them pass their exam, and now you can too. When you study with these flashcards, you'll get an in-depth review of each section on the SPHR exam. **The Strategic Business**

Management section includes:

- Mission vs. vision statement
- Measuring performance
- Financial statements
- Developing strategic plan
- Project management
- Types of analysis
- Change management

The Workforce Planning and Employment section includes:

- Discrimination
- Affirmative Action Plans (AAP)
- Changing labor needs
- Recruiting process
- Types of validity
- Employee orientation

The Human Resource Development section includes:

- ADDIE Model
- Interventions
- Quality management
- Learning styles
- Career development
- Performance management
- Appraisals

The Total Rewards section includes:

- Types of rewards
- Total rewards strategy
- Important legislation

- Job evaluation techniques
- Pay structures
- Compensation and benefits

The Employee and Labor Relations section includes:

- Employment-at-will
- Discrimination charges
- Organizational culture
- Progressive discipline
- Important legislation
- Collective bargaining process

The Risk Management section includes:

- Identifying potential risks
- Occupational Safety and Health Administration (OSHA)
- Important legislation
- Stress
- Substance abuse program
- Emergency response plans
- Employee privacy policy

...and much more! We believe in delivering lots of value for your money, so the ***SPHR Exam Flashcard Study System*** is packed with the critical information you'll need to master in order to ace the SPHR exam. Study after study has shown that spaced repetition is the most effective form of learning, and nothing beats flashcards when it comes to making repetitive learning fun and fast. ***SPHR Exam Flashcard Study System*** uses repetitive methods of study to teach you how to break apart and quickly solve difficult test questions on the test. Our flashcards enable you to study small, digestible bits of information that are easy to learn and give you exposure to the different question types and concepts. With our flashcards, you'll be able to study anywhere, whenever you have a few free minutes of time. Our company has helped thousands of people achieve their education goals. ***SPHR Exam Flashcard Study System*** can help you get the results you deserve.

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