

Exam Name - Senior Professional in Human Resources (SPHR)[™]

Sample Exam

1. Which of the following best defines the purpose of strategic HR management?

- A. Align HR activities with short-term departmental objectives
- B. Ensure compliance with labor laws
- C. Align HR initiatives with the overall business goals
- D. Create company handbooks for employees

Answer C

2. Which tool is most effective in forecasting future talent needs for the organization?

- A. Job evaluation
- B. Skills inventory
- C. Employee handbook
- D. Exit interview forms

Answer B

3. What is the primary goal of succession planning at the strategic level?

- A. Create job postings for internal roles
- B. Maintain legal compliance
- C. Identify and develop future organizational leaders
- D. Reduce turnover in entry-level roles

Answer C

4. Which metric would BEST demonstrate HR's contribution to organizational strategy?

- A. Number of employees trained
- B. Employee Net Promoter Score (eNPS)
- C. Revenue per employee
- D. Sick leave hours taken

Answer **C**

5. Which of the following demonstrates ethical leadership from an HR perspective?

- A. Consistently applying disciplinary policies regardless of employee rank
- B. Rewarding employees for reporting misconduct
- C. Prioritizing profits over compliance
- D. Avoiding engagement in whistleblower investigations

Answer **A**

6. What is the most important first step when implementing a new HR strategy?

- A. Send an email to all managers
- B. Launch a training program
- C. Communicate strategic objectives and gain leadership buy-in
- D. Conduct exit interviews

Answer **C**