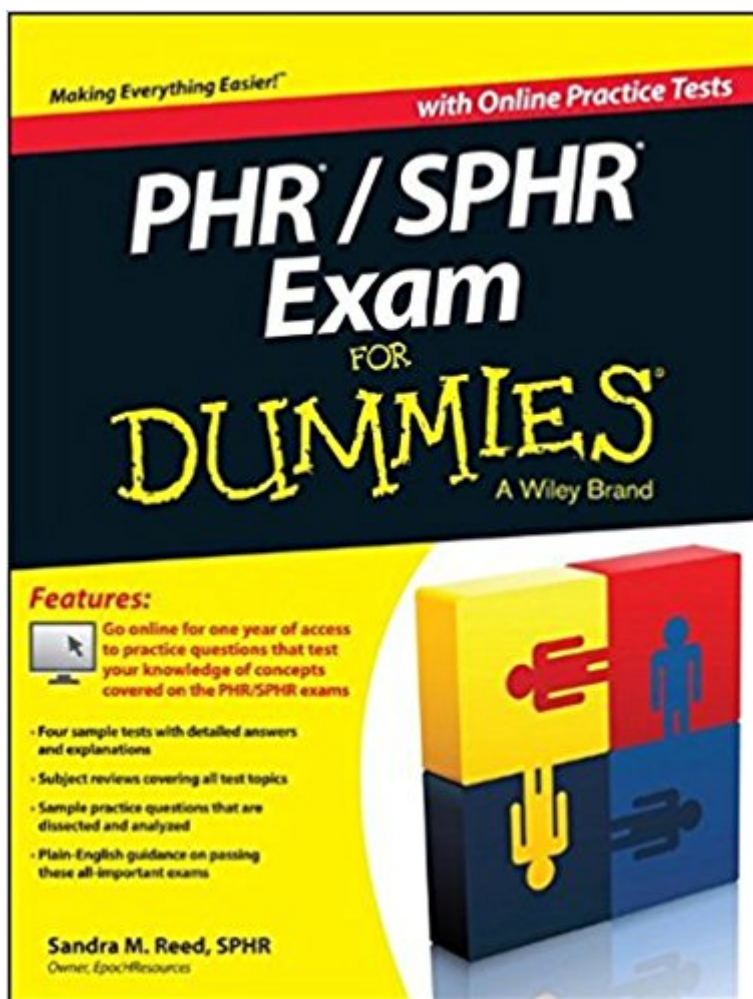




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# PHR / SPHR Exam For Dummies



## Synopsis

Your ideal, all-inclusive study guide for the PHR and SPHR exams Adding the Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification to your resume immediately places you above less qualified competitors. After studying with PHR/SPHR Exam For Dummies, you will conquer the exam armed with confidence and a solid understanding of the test and its presentation. This book + online product includes 4 unique practice tests: two in the book (one PHR one SPHR) and two additional tests online (one additional PHR one additional SPHR). All practice questions include detailed answers and explanations. As human resources becomes an increasingly popular field, you should snatch every opportunity to give yourself an edge. Updated to cover the six functional areas included in the three hour, 175 question online exam: Business Management & Strategy, Workforce Planning & Employment, Human Resource Development, Compensation & Benefits, Employee & Labor Relations, and Risk Management Prepares readers to take an exam that replaces the 60 credit hours of continuing education that is required for recertification every three years For aspiring students and human resources professionals, this For Dummies text is the ideal guide to acing the PHR/SPHR Exam. Â

## Book Information

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## Customer Reviews

Hello certification seekers! Â I set out to write the resource I wish I had to navigate my study efforts when I was preparing for both the PHR and the SPHR. Â I didn&apos;t know where to start, and

certainly didn't understand the importance of the exam BOK (if you don't know what that is, order this book STAT). This comprehensive guide was created to be your study companion, helping you design a prep plan, review key content in plain language, offer study tips, identify alternative content resources and- all for under \$25-Â provide 4 practice tests- 2 for the PHR and 2 for the SPHR, weighted appropriately to HRCI's exam's objectives. I wish you much luck on your journey, and hope this resource serves you well. Â Good luck! Sandra M. Reed,  
SPHReepochresources.com

Features: Go online for one year of access to practice questions that test your knowledge of concepts covered on the PHR/SPHR exams Four sample tests with detailed answers and explanations Subject reviews covering all test topics Sample practice questions that are dissected and analyzed Plain-English guidance on passing these all-important exams Your ideal, all-inclusive study guide for the PHR and SPHR exams If you're an HR professional looking to become professionally certified &#151; but don't want to pull your hair out along the way &#151; you've come to the right place. Inside, you'll find practical and easy-to-follow guidance on everything you need to prepare for and pass the PHR or SPHR exam with flying colorsâ and set yourself ahead of the competition. Just the basics &#151; get a plain-English introduction to the PHR and SPHR exams and find effective study plans and test-taking strategies Why take the exam? &#151; find out what life is like as a certified human resources professional and grasp the importance of passing the exam The heart of the matter &#151; examine the core areas of knowledge tested on the PHR and SPHR and get familiar with the exam objectives The keys to success &#151; focus on what you need to know about business management and strategy, workforce planning and employment, human resources development, compensation and benefits, and more Practice makes perfect &#151; take full-length practice exams complete with detailed answers and explanations Open the book and find: The ins and outs of the PHR/SPHR exams Advice on deciding which exam is right for you Time management tips to employ on test day Tips and tricks for preparing for the PHR/SPHR exam question types 10 PHR/SPHR exam pitfalls&#151;and how to avoid them One-year access to additional practice exams and help online Go online to access even more practice questions to prepare you for test day

Herzberg vs Hofstede, Civil Rights Act 1964 vs 1991, NLRB, labor unions vs management ULPs, WARN, and if all that was gibberish to you - then you need this book. Let me start off by saying, I wish I had read this book first! I bought this book after having purchased a couple of other guides

and this one is by far the easiest to read and the most practical with down to earth information and strategies. If you plan on taking either the PHR or SPHR exam, then put this book in your arsenal. Obviously, this test is one that requires a significant amount of preparation and the material can get complicated/daunting rather quickly. The book has an easy to read format, good test taking tips, and I found the online resources very helpful though somewhat limited. You get 2 practice PHR exams and 2 practice SPHR exams for online resources. The tests explain the "why this answer is right" without making you feel like a moron, which I appreciated. Also, if you can answer the test prep questions, then you will be able to answer the questions on the real test with ease (prep seemed harder to me than the real thing). Like the title says, I used this book as a part of my studying process and passed the SPHR test the first time I took it.

I just took the exam about an hour ago. I first took the exam back in July of last year using a different training system. I failed. I spent a lot of money and failed. Other factors like my job played contributed as well. I was angry but determined to pass. I bought the PHR/SPHR for Dummies. Just in the initial pages, I already had a boost of confidence this book would help me pass. The tips they provide were extremely helpful. I found the practice exam mirrored more closely to the real thing unlike the other system I used. There is also a bonus with buying this book. They too through Wiley Test Banks have online tests! These were extremely helpful. Even the navigation is similar to the actual exam. Bottom line I passed. I can honestly say I wish I bought this first rather than the other system. I would have saved a considerable amount of money!

Give some suggestions upon the exam. While 4 tests are available online. It's worth the price but there are some mistakes in online tests.

I got the shipment on time but I've been unable to utilize the online part. I've tried setting up an account and had to call their tech support. Still months later unable to use it.

Neither the CD or the PIN came with the book.

Good study guide working on it before I take the test so we will just need to wait..lol

Great information for PHR studying.

The book is ok but its the online resources that come with the book that really make this a great study guide...if only you could access which you cannot if you forget your password. The password reset on their website doesn't work and if you are thinking you can just email the publisher, dream on. There is no way to contact the publisher without logging in to your account which you can't do because you are emailing about your password and the password reset system does not work. Go to your local library and check out the book there because without the online resources this book simply is not worth the money.

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