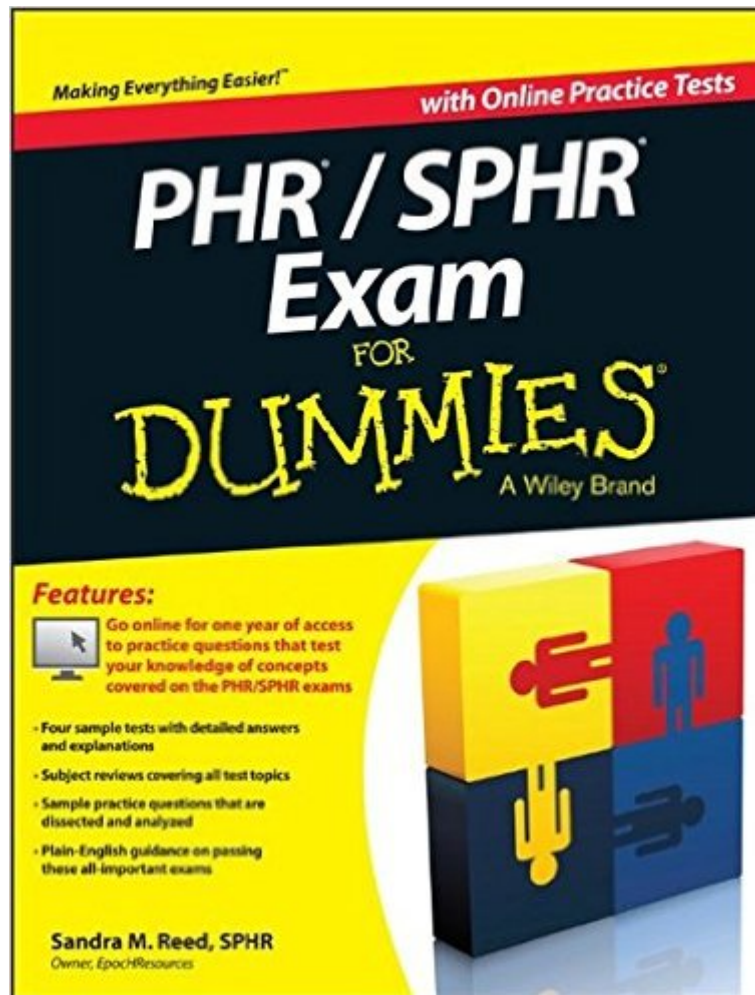


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# PHR / SPHR Exam For Dummies



## 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 reference includes four sample tests (two PHR and two SPHR) with detailed answers and explanations, sample practice questions that are thoroughly analyzed for the reader's benefit, and a CD test engine. Mimicking the test-taking experience, the CD test engine comes equipped with four additional sample exams, timed testing, handy flashcards, and cross referencing that enables review of the trickiest sections. 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. CD-ROM/DVD and other supplementary materials are not included as part of the e-book file, but are available for download after purchase.

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## Customer Reviews

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'm studying for my PHR exam. I find this book to be very helpful and similar to my other resources in terms of questions and content. The thing I liked most is that this is concise and easy to follow. I did like the Exam alerts in this book. It kept me focused. This book also included some better explanations than the other book. I used this book heavily for Strategic Management, HRD and Employment. I would strongly recommend this because it provides so many online resources to guide me through my studies (checklists, professional associations and YouTube channels). Also, the questions were more difficult in this book. Don't get discouraged if you miss a few the author helps you to think critically as HR professionals. I spend my weekends in the library enjoying this book.

I LOVE this book- there is nothing else like it out on the market. The point of it is to provide a road map to studying. It doesn't cover every little bit of the exam content but rather gave me tons of ideas on where to go to study outside the traditional channels of just a textbook. This is super helpful for me as I don't learn well just by sitting down and reading straight from a book. I used it to supplement my other materials and to figure out my pass strategy based on my strengths and weaknesses. Just passed my exam this month!!

Material was somewhat helpful. Was not able to access online practice tests because the online system would not recognize my answers even though I was providing what was asked, and technical support unavailable.

To get full value out of this book you need to access the online resources that are included with this book. HR is an increasingly important function as businesses realize good employees are often key to successful execution and value delivery - so the responsibilities of this role have moved from purely administrative. This book does a decent job of preparing you for the PHR/SPHR exams, and explains the distinction between the two. Currently most employers do not require this qualification and recruit based on experience or train in house, but taking this exam certainly demonstrate to an employer that your interest in this role. The certification is certainly nascent and the law varies from state to state, so examination is hard to standardize - which gives the PHR/SPHR exam a reputation for being difficult (Federal Law is covered). Because of this the discussion tends to be somewhat general and broad and one could argue 50% of the content could be applicable to any exam you might take - so felt a little light on specific content. Adopts standard "Dummies" format which organizes information fairly well.

I'm debating taking the PHR exam, so wanted to grab this book to see what I am missing in my professional career. I definitely think that the online resources must be utilized to get everything you can out of this book, as not everything is covered in enough detail. As with any prep guide for any exam, I would always use more than one to fill in any gaps. The beginning of this book tells you if you should be looking to take the PHR or the SPHR exam, which is helpful, because it can be a bit fuzzy to figure out what direction to go in. In my organization, it isn't required that you have either certification, but it's a bonus to have it. The chapters are divided up appropriately and the hints and tips on test taking are helpful. I also like the explanations for some of the harder pieces of information.

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

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