# PHR' AND SPHR

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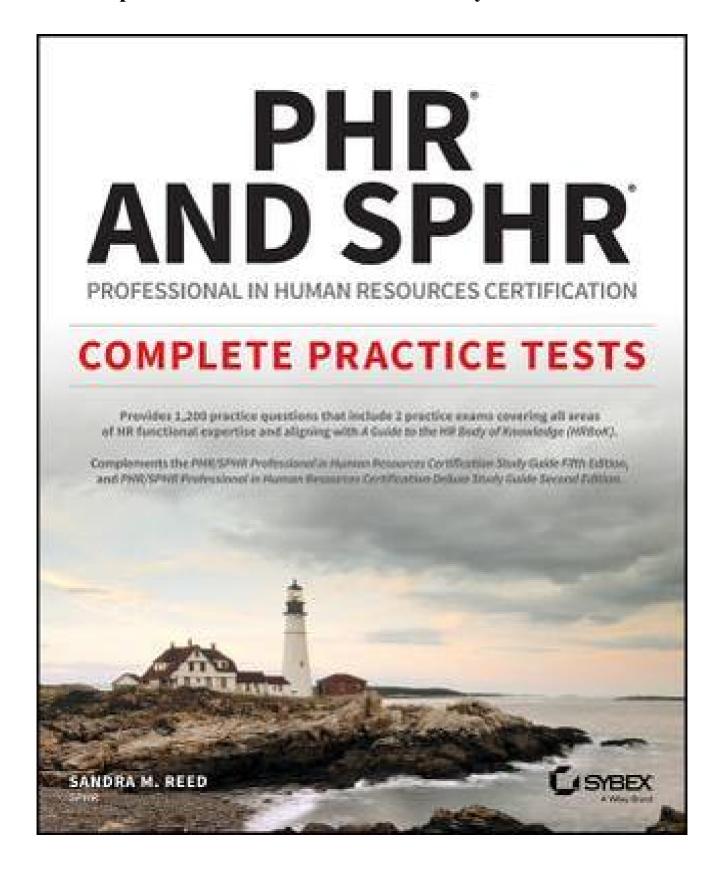
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1,000 challenging practice questions to prepare for the PHR and SPHR exams!PHR/SPHR Professional in Human Resources Certification Practice Tests is the ideal complement to the PHR/SPHR Study Guide, Fifth Edition, PHR/SPHR Deluxe Study Guide, Second Edition, and Review Guide. These self-study guides are intended for HR professionals seeking to validate their skills and knowledge acquired through years of practical experience, or for relative newcomers to the HR field looking to strengthen their resume. These Practice Tests were developed to help certification candidates prepare for these challenging exams, especially for those needing more practice to review or refresh their knowledge right before exam day. The book aligns with A Guide to the Human Resource Body of Knowledge(TM) (HRBoK(TM)), which details the responsibilities of and knowledge needed by today's HR professionals. Practice Tests reflect the critical HR topics that you need to understand as you prepare for the PHR and

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