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SHRM-CP, SHRM-SCP, PHR, SPHR Complete Practice Exams Dan Hoffman, 2024-02-15 SHRM CP SHRM SCP PHR SPHR Professional Human Resources Certification Complete Practice Exams book contains 2 000 practice questions for the SHRM HR certification exams the SHRM CP and the SHRM SCP certifications as well as for the HRCI certification exams the PHR and the SPHR certifications These challenging practice questions cover the functional areas of both the SHRM and HRCI certification exams and are similar to the actual exam content and level of difficulty Included are in depth explanations for each question to further deepen your study and understanding of the SHRM and HRCI required exam material The practice exams cover all topics of the SHRM CP and the SHRM SCP certification exams with updates such as People Organization Workplace Behavioral Competencies The practice exams cover all topics of the PHR and the SPHR certification exams with updates such as Business Management Workforce Planning and Talent Acquisition Learning and Development Total Rewards Employee Engagement Employee and Labor Relations HR Information Management **PHR Exam Study Guide**

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