

# SPHR Senior Professional in Human Resources and PHR Professional in Human Resources Audio Review Course with 3,000 Sample Questions; 2 Hours, 3 audio cds with 3000 Sample SPHR and PHR Questions simulator Software

Thomas Check-SPHR, Veronica Wachal-SPHR, Steve Adams-SPHR, Collin Gardner-SPHR

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# SPHR Senior Professional in Human Resources and PHR **Professional in Human Resources Audio Review Course with** 3,000 Sample Questions; 2 Hours, 3 audio cds with 3000 Sample SPHR and PHR Questions simulator Software

Thomas Check-SPHR, Veronica Wachal-SPHR, Steve Adams-SPHR, Collin Gardner-SPHR

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Comprehensive 2 Hour review for SPHR PHR Professional in Human Resources Certification. Updated for 2013, includes new exam changes. Lectures include instruction on all 6 sections: Strategic Management: Formulation of HR objectives, practices and policies to meet the short/long-range organizational needs and opportunities, guide and lead change, evaluate HR's contributions to organizational effectiveness. Workforce Planning and Employment: Ongoing evaluation of recruiting, hiring, orientation and organizational exit, to ensure that the workforce will meet the organization's goals and objectives. Human Resource Development: Meeting current and future organizational and individual needs through developing, implementing, evaluating activities and programs, employee training, development, change, performance management and needs of employee groups. Total Rewards: Evaluation of a total compensation and benefits system for all employee groups consistent with human resource management goals. Employee and Labor Relations: Evaluation of the workplace relationship between employer and employee, maintaining effective relationships, working conditions that balance the employer's needs with the employees rights to support objectives. Risk Management: Evaluation of programs, practices and services to promote the physical and mental well-being of individuals in the workplace and to protect individuals, workplace from unsafe acts, working conditions and violence. Instructor is experienced SPHR Certified and professional speaker, program recorded in studio. Study system based only on official SHRM certification requirements. Audio Material: 2 Hours, 3 Audio CDs, Plays in all cd players SPHR/PHR exam simulator: Compatible with Windows 95/98/ME/NT/2000/2003/XP/Vista/7 Course includes 3,000 sample questions windows based simulation cdrom.



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