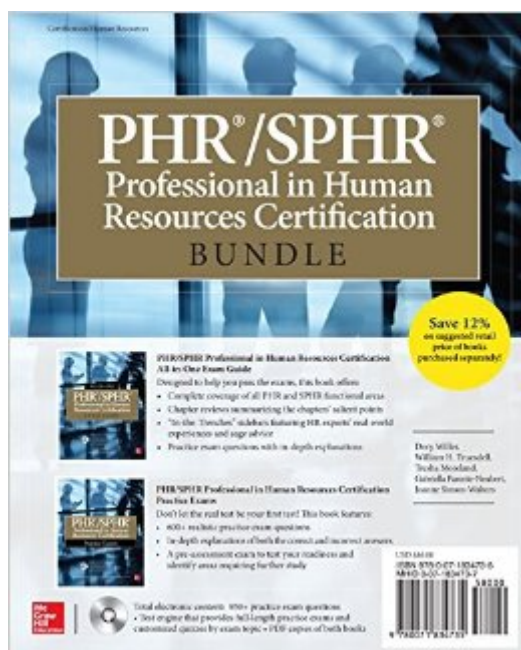


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# PHR/SPHR Professional In Human Resources Certification Bundle (All-in-One)



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## Book Information

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## Customer Reviews

DO NOT BUY THIS PRODUCT!!! I have been shopping on for years and this may be the first review I've ever written because I am so disgusted by the poor quality of this product. I spent weeks meticulously going through the study guide book, chapter by chapter, to learn the material. Then, when I started using the practice exam book, I found tons of questions on topics that are not covered AT ALL in the study guide. Literally, I went to the index of the study guide to look up these topics wondering how I had missed them and they are not even listed there. In addition, the quick answer keys for several chapters of the practice exam book are WRONG!! I graded myself using the

quick answer keys and thought I was doing really poorly on some of the sections until I went to the detailed answer explanations and realized that I had gotten the answers right, but the key was wrong. UNACCEPTABLE!!! There are also lots of typos all over both books. Extremely poor quality and unprofessional.

I took the exam today and failed. I spent about 9 months studying this book, used online resources, flash cards (also purchased through ), and spent 3 years in the HR field. While taking the exam, I felt stuck on many questions. Many were detailed situations dealing with terminology vs what is the best answer. Some of the terminology was different. I was shocked to say the least. Now I realize this book, the flash cards, and other resources offered too general of topics and information. None of the study questions were even remotely like the questions in the exam. The exam asks questions in complete detail, and unless you have spent time in study groups, memorizing definitions, case studies, know about unions, AND currently working in the field of HR, this book or the flash cards will not be enough. I have other technical certifications where I passed the first time, so I'm a bit stunned.

I don't like to write negative reviews, however if this will help save someone some money, it is worth it. I used this book for a good chunk of my study, and then another book was recommended to me toward the end of my studying. Once I got that next book, I could see just how much this book (All in One) was lacking in information and insight. I would not recommend this book. You can spend your money on something else and get much more out of your study. I did take the exam and passed, and I realized that it was due in large part with studying from a different book. I highly recommend (and wrote a review) for Professional In Human Resources Certification study guide by Sandra Reed!

This product was definitely helpful when it came to taking the PHR. I only used this as study material along with a an app from the App Store. I was successful at passing my PHR in most areas I scored above average. My work experience also helped, so if you are new to the field I suggest more means than just this book. Overall it was very helpful and the information in this book was on the exam.

This was my main guide while studying for the PHR. The content was just what I was expected and matched the HRCI body of knowledge. Having an ebook version was great because then I didn't need to carry the book around everywhere. The CD comes with about 600 questions and you can

break it down to test you like the real test (175 questions and timed or untimed) or by category if you only want to focus on certain areas at a time. The algorithm for selecting questions could be better, tons of questions got repeated and it wasn't until I selected 75+ on a category at a time did I feel like I was getting more variety. The explanation for answers were ok, some were really detailed and some weren't. It would just say, "A, C, and D aren't the best answer." The questions are similar to the HRCI. I used this in conjunction with flashcards, an iPhone app, another book of practice tests, and practice tests from the HRCI and passed! It takes a lot of work though, even with experience it's a tough test. I often felt like my experience actually got in the way because workplaces don't always do things the "right" or "best" way that the HRCI promotes, so having lots of different sources of studying material is really key.

Do not waste your money on either of the books contained in the bundle. Though they seem to cover most of the information needed for the exams, there are multiple references in the practice questions to terms and phrases that are not listed anywhere in their materials (index, glossary, etc). The most glaring issue are at least two chapters in the Practice Exams where the ANSWER KEYS ARE WRONG. They provide a quick check of the answers and then a detailed explanation as to why an answer is correct. In one chapter at least 5 of the quick answers did not match the explained answers. In another chapter the detailed explanations for at least 3 questions were identical to other questions, meaning that they provided duplicate explanations for some questions and none for others. Such horrible editing. How can anyone trust the answers they provide?

After using this book to prepare for the PHR and actually taking the PHR, I would not recommend it. There were many inconsistencies and mistakes in the book-especially in the practice tests. There was also a lot of information on the actual PHR exam that was not covered in this book. I would recommend using the actual bundle they provide on the HRCI website.

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