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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.

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I just took the exam about an hour ago. I first took the exam back in July of last year using a different training system. I failed. I spent a lot of money and failed. Other factors like my job played contributed as well. I was angry but determined to pass. I bought the PHR/SPHR for Dummies.

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