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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q247-Q252):

NEW QUESTION # 247

An organization is considering a new office in another country. This foreign country is considered to be a high-context culture. What does this mean?

- A. People rely more on the words of the conversation to discern what is meant.
- B. People rely more on para-lingual aspects of the conversation to discern what is meant.
- C. People rely on the hierarchy of conversation to discern what is meant.
- **D. People rely more on nonverbal clues and relationships to discern what is meant.**

Answer: D

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.
Chapter: Business Management and Strategy
Objective: Global Considerations

NEW QUESTION # 248

As a Senior HR Professional, you must be familiar with certain legal terms, laws, and regulations that affect how you and others operate in the workplace. Basically, there are three types of discrimination that can happen in the workforce. Which of the following is NOT one of the three discrimination types?

- A. Perpetuating past discrimination
- **B. Adverse political capital**
- C. Disparate treatment
- D. Disparate impact

Answer: B

Explanation:

Section: Volume B

Explanation/Reference:

Answer option A is correct.

Adverse political capital is not a type of discrimination, but describes politics that may not work in a person's favor within an organization.

Answer option C is incorrect. Disparate treatment is a type of discrimination, so this choice is not correct.

Answer option D is incorrect. Disparate impact is a type of discrimination, so this choice is not correct.

Answer option B is incorrect. Perpetuating past discrimination is a type of discrimination, so this choice is not correct.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

Chapter Four: Workforce Planning. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 249

The most important purpose of a crisis management plan is to prepare the organization for:

- A. emergency media communication
- **B. the worst-case scenario**
- C. every possible contingency
- D. rapid data restoration

Answer: B

Explanation:

Crisis management focuses on preparing for high-impact, low-probability events - the worst-case scenarios - so the organization can respond with minimal disruption.

SPHR-level risk mitigation includes scenario planning and recovery protocols to reduce the impact of catastrophic events.

NEW QUESTION # 250

Which of the following diagrams is also known as fishbone diagram?

- A. Scatter diagram
- **B. Ishikawa diagram**
- C. Pareto diagram
- D. Cause and effect diagram

Answer: B

Explanation:

Explanation/Reference:

Answer option B is correct.

Chapter: Human Resource Development

Objective: Organization Development

NEW QUESTION # 251

OSHA defines occupational safety and health hazards and how employers are to respond to certain scenarios that could happen in the workplace. One such standard is The General Duty Standard, Section

5. What does this standard mandate for employers?

- A. Requires employers to provide emergency action plans to inform employees of appropriate procedures to follow during a fire or evacuation
- B. Requires employers to provide a fire prevention plan to handle and store dangerous chemicals from the threat of fire or combustion
- C. Requires employers to provide a safe, operational, level of noise and noise prevention in the workplace
- **D. Requires employers to provide jobs and a workplace environment that are free from recognized safety and health hazards**

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.

The General Duty Standard, Section 5 is the general purpose of OSHA: to provide employees with a safe working environment with safety standards.

Answer option A is incorrect. This statement describes the OSHA requirements of Emergency Action Plans, section 1910.38.

Answer option D is incorrect. This statement describes the OSHA requirements of Fire Prevention Plans, section 1910.39.

Answer option C is incorrect. This statement describes the OSHA requirements of Occupational Noise Exposure, 1910.95.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5.

Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 252

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