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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q250-Q255):

NEW QUESTION # 250

An Affirmative Action Plan must be completed by employers that meet which criteria?

- A. Government contractors and subcontractors with contracts of \$10,000 or more in a 12-month period
- B. Private employers with 25 or more employees
- C. Government contractors with contracts of \$2,500 or more in a 12-month period
- **D. Government contractors with 50 or more employees and contracts of \$50,000 or more each year**

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.

Government contractors with 50 or more employees and contracts of \$50,000 or more each year must complete Affirmative Action Plans. (C) was the original compliance requirement for Title VII and was changed to 15 employees by the EEOA of 1972. The criteria in (D) apply to employers that must comply with the Rehabilitation Act and federal contractors that must take affirmative action for all terms and conditions of employment based on executive orders. (A) is not a compliance requirement.

Chapter: Workforce Planning and Employment

Objective: Review Questions

NEW QUESTION # 251

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. There are three primary types of bargaining that management and unions participate in. Which one of the following bargaining types aims to generate a variety of options before settling on one?

- A. Good faith bargaining
- B. Integrative bargaining
- C. Distributive bargaining
- D. Interest-based bargaining

Answer: D

Explanation:

Section: Volume C

Explanation/Reference:

Answer option B is correct.

Interest-based bargaining focuses on interests rather than positions, and it separates people from the problem.

This type of bargaining is done in co-operation between the two parties. Interest-based bargaining aims to create many possible solutions before settling on just one.

Answer option C is incorrect. Distributive bargaining happens when each side sets their case and then does their best to stick to their objectives. Distributive bargaining is combative, adversarial, and can corrode management-labor relationships.

Answer option D is incorrect. Integrative bargaining describes the process of examining issues as a whole, rather than one at a time. Integrative bargaining looks for a win-win for both sides of the disagreement.

Answer option A is incorrect. Good faith bargaining is not a bargaining type, but a description of the process both sides should go into the bargaining process with.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-

44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Union Organization

NEW QUESTION # 252

An emphasis on bilingual safety communication represents which of the following OSH objectives?

- A. Requirement for enrollment in the voluntary protection program
- B. Compliance with a model program
- C. An emphasis on safety training required under OSHA's general industry standard
- D. An outreach objective of OSHA's Diverse Workforce strategy

Answer: D

Explanation:

Explanation/Reference:

Answer option D is correct.

Raising awareness about safety and health is the responsibility of employers covered by all standards.

Providing safety and health information in a language all employees can understand is part of the Diverse Workforce Limited Proficiency Outreach strategy. It is not specifically required by its own standard, nor is it an element of creating a model program (B) or enrolling in a VPP. Employers are however required to effectively communicate the safety rules to all employees.

Chapter: Risk Management

Objective: Review Questions

NEW QUESTION # 253

For purposes of developing a security program, an HR manager must assess potential risks and costs related to loss and protection. Which factor must the manager first examine?

- A. Degree of probability that the loss will occur
- B. Severity of impact of the loss to the organization
- C. Cost of the loss, including a permanent or temporary substitute
- D. Availability and cost of insurance to cover the loss

Answer: A

Explanation:

Section: Volume C

Explanation/Reference:

Answer option C is correct.

The significance of various security issues depends partly on the size of the organization. However, regardless of size, the same considerations go into assessing vulnerabilities and the method for estimating the cost of potential losses. The justification of such a program requires that the potential losses will exceed the cost of the program. See Chapter 8 for more information.

Chapter: Risk Management

Objective: Risk Management

NEW QUESTION # 254

Which report do local and state governments require employers to file in odd-numbered years?

- A. EEO-4 Report
- B. EEO-5 Report
- C. EEO-3 Report
- D. EEO-1 Report

Answer: A

Explanation:

Section: Volume C

Explanation/Reference:

Answer option C is correct.

The EEO-4 Report, also known as the State and Local Government Report, is collected by local and state governments in all odd-numbered years.

Answer option A is incorrect. The EEO-1 Report, also known as the Employer Information Report, must be filed by September 30 of each year for employers with 100 or more employees. It's also a requirement for federal contractors with 50 or more employees and federal contracts worth \$50,000 or more.

Answer option B is incorrect. The EEO-3 Report is filed every other year in the even calendar years.

Answer option D is incorrect. The EEO-5 Report is conducted biennially in the even number years for public and secondary schools.

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 # 255

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