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Quiz 2026 HRCI SPHR: Authoritative The Professional in Human Resources (SPHR) Valid Exam Practice

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q23-Q28):

NEW QUESTION # 23

Which of the following is conducted to determine what is required to solve a problem?

- A. Talent management program
- B. Making succession plan
- C. SWOT analysis
- D. Needs assessment

Answer: D

Explanation:

Answer option A is correct.

Chapter: Human Resource Development

Objective: Talent Management

NEW QUESTION # 24

Which of the following are hired only at times of the year when the workload increases?

- A. Intern
- B. On-call workers
- C. Seasonal workers
- D. Independent contractors

Answer: C

Explanation:

Answer option A is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 25

What is the purpose of the OSHA consulting service?

- A. Does not require compliance with OSHA standards
- B. Helps employers identify the OSHA standards that apply to their workplace
- C. Acts as a one-time service
- D. Fines employers for violating OSHA safety standards

Answer: B

Explanation:

Answer option A is correct. OSHA consultants provide free services to assist employers in identifying workplace hazards and the standards that apply in their workplaces. The consulting service requires employers to abate any hazards that are identified during the consultation but does not fine them for violations. To receive a free consultation, employers must agree to advise OSHA of changes in operating processes that may require additional consultations. See Chapter 8 for more information.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 26

Which of the following union security clauses requires that all employees join the union within a grace period specified by the contract?

- A. Agency shop clause
- B. Maintenance of membership clause
- C. Union shop clause
- D. Closed shop clause

Answer: C

Explanation:

Answer option C is correct. The union shop clause requires that all employees join the union within a grace period specified by the contract.

Answer option A is incorrect. The agency shop clause specifies that all employees must either join the union or pay union dues if they choose not to join the union.

Answer option B is incorrect. The maintenance of membership clause allows employees to choose whether to join the union, but once they join, they must remain members until the expiration of the contract.

Answer option D is incorrect. The closed shop clause requires that all new hires be members of the union before they are hired.

Chapter: Employee and Labor Relations

Objective: Union Organization

NEW QUESTION # 27

What is the purpose of a diversity initiative?

- A. To increase the comfort level of employees
- B. To educate all employees about other groups in the workforce
- C. To increase organizational creativity
- D. To increase the diversity of the workforce

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.
A diversity initiative is designed to increase diversity in an organization. Diversity training educates employees about the cultural and social differences in other cultures and is designed to increase the comfort level of employees (A and D). A benefit of diversity is increased creativity (C).

increased organizational creativity (C).

Chapter: Core Knowledge Review

Objective: Review Questions

NEW QUESTION # 28

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