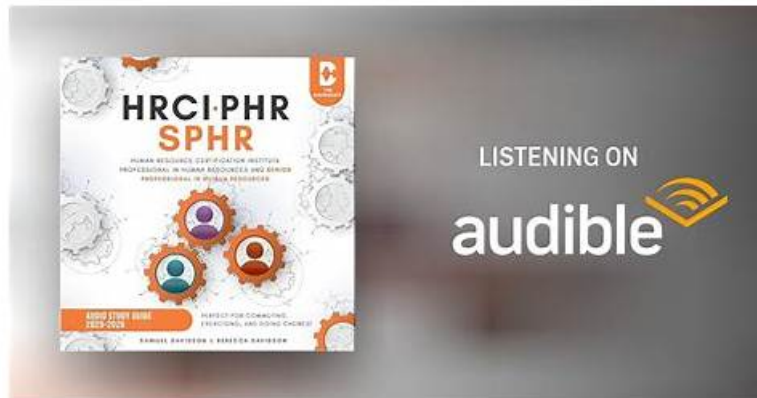


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q200-Q205):

NEW QUESTION # 200

HR participates in the strategic planning process by doing which of the following?

- A. Formulating the strategy
- B. Identifying strategic goals
- C. Providing expertise
- D. Scanning the environment

Answer: C

Explanation:

Explanation/Reference:

Answer option A is correct.

HR participates in the strategic planning process by providing expertise on attracting, retaining, and managing a qualified workforce. Organization strategies (C) are formulated by the executive team. Each business function participates in the environmental-scanning process (D), gathering information about its area of responsibility. Strategic goals (B) are identified by the executive team during the

strategy- formulation phase.
Chapter: Business Management and Strategy
Objective: Review Questions

NEW QUESTION # 201

What provides the framework for collecting information about factors that are relevant to the planning process?

- A. A SWOT analysis
- B. A PEST analysis
- C. An internal assessment
- **D. An environmental scan**

Answer: D

Explanation:

Section: Volume D

Explanation/Reference:

Answer option D is correct.

An environmental scan is used to gather the information used to forecast future business conditions. SWOT (B) and PEST (C) analyses are tools used during an environmental scan. An internal assessment (A) is another tool used during strategic planning. See Chapters 2 and 3 for more information.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Environmental Scanning Concepts

NEW QUESTION # 202

An organization is meeting with its key executives including Janice, an SPHR. In this meeting the organization is looking for direction on the company's strategy. Janice defines five stages of strategic planning for an organization. Which of the following is the correct order of strategic planning for most organizations?

- A. Pre-planning stage, formulate strategy, environmental scan, implement strategy, evaluate strategy and make adjustments
- **B. Pre-planning stage, environmental scan, formulate strategy, implement strategy, evaluate strategy and make adjustments**
- C. Pre-planning stage, formulate strategy, environmental scan, implement strategy, evaluate strategy and make adjustments
- D. Pre-planning stage, environmental scan, formulate strategy, evaluate strategy and make adjustments, implement strategy

Answer: B

Explanation:

Answer option D is correct. The correct order of strategic planning for most organizations is as follows:

Pre-planning stage

Environmental scan

Formulate strategy

Implement strategy

Evaluate strategy and make adjustments 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: Strategy

NEW QUESTION # 203

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

- A. Fair Labor Standards Act
- **B. Walsh-Healey Public Contracts Act**
- C. Davis-Bacon Act
- D. Portal-to-Portal Act

Answer: B

Explanation:

Section: Volume B

Explanation/Reference:

Answer option C is correct.

The Walsh-Healey Public Contracts Act addressed contractors with the federal government that exceed \$10,000, to pay an established minimum wage to workers employed through the contract. This act was passed in 1936. This act also addressed, however, the requirements of sanitary working conditions for employees.

Answer option B is incorrect. In 1931 the Davis-Bacon Act was the first piece of legislation to actually establish a minimum wage. The act was, however, limited to the construction industry.

Answer option D is incorrect. The Fair Labor Standards Act was passed in 1938. It addressed minimum wage, overtime pay, child labor, and record keeping.

Answer option A is incorrect. The Portal-to-Portal Act of 1947 clarified the hours of working for the purpose of minimum wage and overtime pay.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.

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

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 204

Which of the following moves an entire function out of the organization to be handled by a company specializing in the function?

- A. Payrolling
- B. Corporate restructuring
- C. Professional employer organization (PEO)
- **D. Outsourcing**

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 205

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