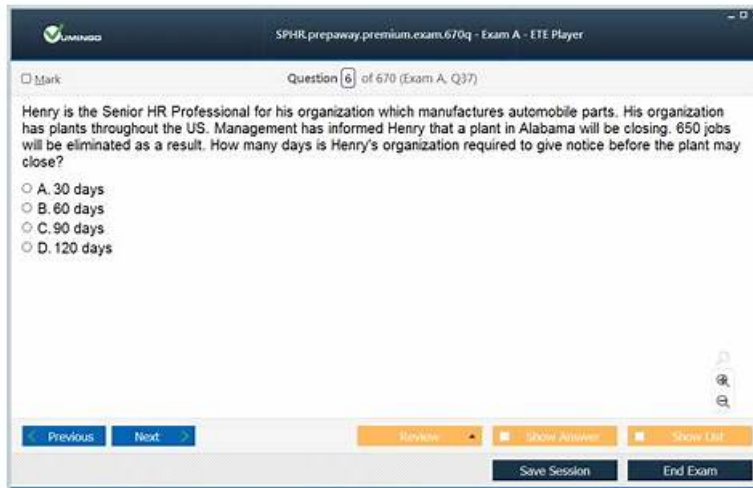


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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q253-Q258):

### NEW QUESTION # 253

Which of the following is additional pay for dangerous or risky working conditions?

- A. Hazard pay
- B. Reporting pay
- C. Base pay
- D. Call-back pay

**Answer: A**

Explanation:

Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Compensation

#### **NEW QUESTION # 254**

Which of the following is not an appropriate use of an HRIS?

- A. Maintaining employee records
- B. Tracking time and attendance
- C. Tracking employee expense reports
- D. Tracking applicant data for the EEO-1

**Answer: C**

Explanation:

Explanation/Reference:

Answer option B is correct.

Data for employee expense reports is maintained by the accounting department. An HRIS system can be used to collect and track employee data for various uses, including EEO-1 reporting, time and attendance, and other employee records.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Review Questions

#### **NEW QUESTION # 255**

Sally is a new employee in your company and she's speaking with you about the direct and indirect compensation for her employment. You want to give Sally an example of an indirect compensation reward. Which of the following is an example of an indirect compensation?

- A. Vacation
- B. Salaries
- C. Bonuses
- D. Wages

**Answer: A**

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

#### **NEW QUESTION # 256**

Which of the following is the greatest advantage of workforce diversity in an organization?

- A. Provides employees with additional career advancement opportunities
- B. Allows recruiters access to a larger pool of candidates
- C. Protects an organization from discrimination claims
- D. Enhances an organization's ability to maintain a competitive advantage

**Answer: D**

Explanation:

The greatest advantage of workforce diversity is that it enhances an organization's ability to maintain a competitive advantage (D). At the SPHR level, diversity is framed as a strategic business asset, not merely a compliance or representation initiative.

A diverse workforce brings varied perspectives, experiences, and problem-solving approaches, which improves innovation, decision quality, and responsiveness to diverse customer markets. Organizations that leverage diversity effectively are better positioned to understand global markets, anticipate customer needs, and adapt to change faster than less diverse competitors.

Protection from discrimination claims (A) is a misconception; diversity alone does not prevent legal risk.

Access to a larger candidate pool (B) is a benefit but not the most strategic outcome. Career advancement opportunities (C) are important for equity but are not the primary organizational advantage.

SPHR exam content consistently emphasizes that diversity's greatest value lies in its contribution to organizational performance, innovation, and long-term competitiveness, particularly when paired with inclusive practices.

References :

\* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (diversity and inclusion; competitive advantage).

\* HRCI SPHR Study Guide - Business impact of workforce diversity.

### NEW QUESTION # 257

What is an Excelsior list?

- A. A list of all employees in the bargaining unit provided by the employer to the union within 7 days of the scheduling of an election by the NLRB
- B. A list of the employees who do not want the union to represent them
- C. A list of all employees in the bargaining unit provided by the union to the employer within 7 days of the scheduling of an election by the NLRB
- D. A list of the employees who have signed authorization cards for the union

**Answer: A**

Explanation:

Explanation/Reference:

Answer option B is correct.

Once an election has been scheduled, the employer must provide a list, known as an Excelsior list, containing the names and address of all employees in the bargaining unit determined by the NLRB. See Chapter 7 for more information.

Chapter: Employee and Labor Relations

Objective: Union Organization

### NEW QUESTION # 258

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