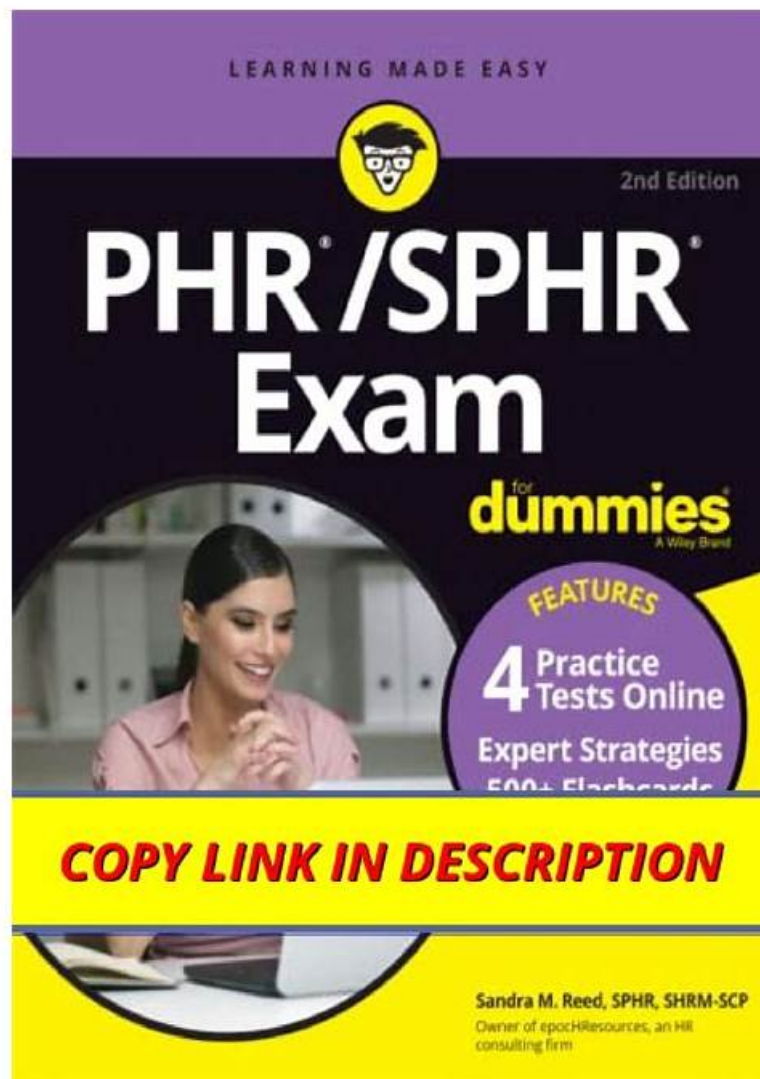


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## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q119-Q124):**

### **NEW QUESTION # 119**

One of your employees has requested a leave from employment because of a call to military service. You are obligated to allow the leave, but it turns out that the military service was cancelled. Are you obligated to reemploy the individual under the Uniformed Services Employment and Reemployment Rights Act of 1994?

- A. No, because the individual requested leave, you do not have to accept the individual back for up to one year.
- B. No, as this is one caveat to the law that allows employers to hire replacement employments for military personnel for up to one year when they are called away for military duty. Even if the duty is cancelled the employer must be able to retain business.
- **C. Yes, the Uniformed Services Employment and Reemployment Rights Act of 1994 requires it.**
- D. Yes, if the company has a policy of re-hiring military personnel post-duty even if it is for less than one year.

**Answer: C**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option D is correct.

Employers are obligated to rehire military personnel employees who leave for duty even if the duty is cancelled.

Answer options C, B, and A are incorrect. These aren't valid statements about the Uniformed Services Employment and Reemployment Rights Act of 1994.

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

7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

### **NEW QUESTION # 120**

Mentoring involves which of the following?

- A. Someone who provides training in areas of interest to an employee
- B. Someone who monitors an employee's performance in doing their job
- C. Someone whose goal is to develop an employee in a particular area
- **D. Someone who takes a personal interest in an individual's career and who guides and sponsors the individual**

**Answer: D**

Explanation:

Section: Volume F

Explanation/Reference:

Answer option A is correct.

A mentor is someone who takes a personal interest in an employee's career and who guides and sponsors them. Although a supervisor may be a mentor, mentors are usually individuals who are outside the chain of command and may even be from outside the organization. The functions in C, B, and D are not generally performed by mentors.

Chapter: Human Resource Development

Objective: Review Questions

### **NEW QUESTION # 121**

Based on an analysis of the industry and labor market trends, a VP of Human Resources has determined that the best course of action for her company is to change from a narrow to a broadband salary structure. The current structure has been in place for more

than 15 years, and the VP is anticipating strong resistance to making the change. Which of the following tools should the VP use to convince the executive team to make the change?

- A. Build a business case.
- B. Conduct a SWOT analysis.
- C. Calculate the return on investment.
- D. Calculate the cost-benefit analysis.

**Answer: A**

Explanation:

Answer option A is correct. A business case lays out the desired result of an action or program, presents alternative solutions, describes possible risks from both implementing and not implementing the action, and defines the criteria used to measure success. ROI (B) and CBA (D) may be included as part of the business case, and a SWOT analysis (C) may have identified the need for a program or action. Chapter: Core Knowledge Requirements for HR Professionals Objective: Review Questions

#### NEW QUESTION # 122

Your organization has a retirement benefits plan that is covered by ERISA. Under ERISA, which of the following is your organization required to do for the plan participants?

- A. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no more than \$7 per participant, per month.
- B. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
- C. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
- D. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at a cost of no more than \$7 per participant, per year.

**Answer: B**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

The plan administrator is required to provide participants, at no cost, with plan information about the features and funding of the plan.

Answer option B is incorrect. The information must be provided to the participants from the plan administrator at no cost.

Answer option D is incorrect. Monthly information is not mandated so this choice isn't the best answer.

Answer option A is incorrect. Monthly information is not mandated, and the information must be provided at no cost to the plan participants.

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: Benefits

#### NEW QUESTION # 123

Which of the following is provided by the companies to their employees who are called to work before or after their scheduled work hours?

- A. Call-back pay
- B. Reporting pay
- C. Shift premium
- D. Base pay

**Answer: A**

Explanation:

Explanation/Reference:

Answer option D is correct.  
Chapter: Compensation and Benefits  
Objective: Compensation

## NEW QUESTION # 124

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