

# Three Formats OF HRCI SPHR Practice Material By TestBraindump

## **HRCI SPHR Practice Questions with Verified Solutions**

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership

D. Authoritarian leadership - Ans: B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment

D. None, because it's consensual - Ans: C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

The international gas utility company for which you direct HR does not have an organized health and safety program for its workers. What should be your first step?

- A. Focus on becoming compliant with international, federal, state, and local safety standards.
- B. Identify the employees who are most at risk and begin safety efforts with them.
- C. Obtain approval for a company-wide incentive program based on zero accidents or injuries.
- D. Meet with the workers' compensation brokers to assess the costs of lack of a safety program.

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The Professional in Human Resources (SPHR) certification is one of the most respected and highly sought-after credentials in the human resources field. Offered by the HR Certification Institute (HRCI), the SPHR Exam is designed to test HR professionals on their knowledge and understanding of key HR concepts and practices. The Professional in Human Resources (SPHR) certification is specifically intended for HR professionals who have accumulated a significant amount of experience in the field and are looking to take their careers to the next level.

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## **SPHR Exam Answers, Latest SPHR Test Report**

Maybe you have desired the SPHR certification for a long time but don't have time or good methods to study. Maybe you always thought study was too boring for you. Our SPHR study materials will change your mind. With our products, you will soon feel the happiness of study. Thanks to our diligent experts, wonderful study tools are invented for you to pass the SPHR Exam. You can try the demos first and find that you just can't stop studying. Using our SPHR study materials, you will just want to challenge yourself and get to know more.

## **Topics of HRCI SPHR Certification Exam**

Candidates must know the exam topics before they start of preparation. Because it will really help them in hitting the core. Our **HRCI SPHR exam dumps** will include the following topics:

- Employees and labor relations (14%) This area focuses on maintaining strong relationships in the workplace.
- Compensation and benefits (13%) Compensation and benefits are of paramount importance to employees and what this test

area focuses on.

- Risk management (7%) This domain aims to provide a safe and secure work environment.
- Human resources development (19%) The training and development part of the exam focuses on performance evaluations, performance management, etc.

The SPHR Certification Exam covers a wide range of HR topics, including business leadership and strategy, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management. SPHR exam consists of 150 multiple-choice questions, and candidates have three hours to complete the exam. The questions are designed to test not only the candidate's knowledge of HR concepts and principles but also their ability to apply that knowledge to real-world HR situations. Passing the SPHR certification exam demonstrates a high level of HR expertise and can lead to career advancement opportunities and increased earning potential.

## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q173-Q178):**

### **NEW QUESTION # 173**

You are leading a brief presentation for your company about the ERISA program your company participates in. What is ERISA used for?

- A. It protects private organizations that have profit sharing plans for employee compensation
- B. It protects the workers of employee compensation plans
- **C. It protects the interests of those who participate in employee benefit plans**
- D. It allows private organizations to create investments for workers in profit-sharing plans

### **Answer: C**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option B is correct.

ERISA is the Employee Retirement Income Security Act established in 1974. It protects the interests of those who participate in employee benefit plans. The plan established minimum participation and vesting standards for retirement plans.

Answer options D, A, and C are incorrect. These are not good definitions of the Employee Retirement Income Security Act.

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 # 174**

The most important consideration when designing a total rewards program is that:

- A. Benefits programs need to meet stated return on investment
- B. Long-term incentives limit motivation
- C. Flexibility, rather than business alignment, is key
- **D. Recruitment and retention are the program objectives**

### **Answer: D**

Explanation:

Total Rewards programs are designed with the primary goal of attracting, retaining, and engaging talent.

Strategic reward systems must reflect what employees value, while also supporting business needs.

Extract from HRCI-aligned HR knowledge (Total Rewards domain):

SPHR highlights that effective total rewards systems should "drive attraction and retention of top talent by aligning compensation and benefits with employee expectations and business goals." Recruitment and retention are core drivers of total rewards strategy, alongside equity and motivation.

### **NEW QUESTION # 175**

Federal legislation does not specifically prohibit disparate treatment of caregivers, but claims of disparate treatment for employees caring for elders, children, or disabled family members increased 450 percent between 1990 and 2005. On what basis are these claims filed?

Each correct answer represents a complete solution. Choose all that apply.

- A. Title VII
- B. Americans with Disabilities Act
- C. Family Medical Leave Act
- D. Davis-Bacon Act

**Answer: A,B,C**

Explanation:

Section: Volume F

Explanation/Reference:

Answer options D, A, and B are correct.

According to guidance published by the EEOC, caregivers are not a protected class, but there are circumstances in which disparate treatment becomes unlawful based on stereotyping prohibited by Title VII, association with disabled individuals prohibited by the ADA, or violations of FMLA caregiving requirements.

See Chapter 4 for more information.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

#### **NEW QUESTION # 176**

Which of the following scenarios are considered Fair Labor Standards Act (FLSA) violations? (Select TWO options.)

- A. Automatic wage deductions from an exempt employee's salary for half-day absence
- B. An employee is not paid for arriving 10 minutes early to be ready for shift change
- C. Not paying overtime to an office clerk who clocked out but continued to work through lunch
- D. Paying two times the employee's regular wage for overtime hours worked
- E. Not paying a new manager for two days' absence due to a personal emergency

**Answer: A,C**

Explanation:

\* A: Deductions from exempt employees for partial-day absences violate FLSA, which requires exempt employees be paid their full salary regardless of hours worked, with few exceptions.

\* C: Employers must pay for all hours worked, even if the employee stays late or skips a break unapproved - "suffered or permitted to work" under FLSA.

Extract from HRCI-aligned HR knowledge (Risk Management):

SPHR-level compliance includes "applying wage and hour laws to ensure proper classification, compensation, and time tracking." FLSA violations often stem from misinterpreting exempt rules or meal period work time.

#### **NEW QUESTION # 177**

Henry is the HR Professional for his organization and he's discussing the status of Amy's employment. Amy earns \$87,500 per year and receives a paycheck via direct deposit every two weeks. Amy was hired under the offer of a salary position, but she feels that she is working far more than the agreed 40 hours per week. Based on these scenarios, do you believe Amy is exempt or non-exempt?

- A. Amy is not exempt because she is working more than ten percent of her total agreed hours per week.
- B. Amy is not exempt because she is offered bonuses as part of her pay.
- C. Amy is exempt because she is paid on a salary basis.
- D. Amy is exempt because she earns more than \$1,000 per week.

**Answer: C**

Explanation:

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.

## NEW QUESTION # 178

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