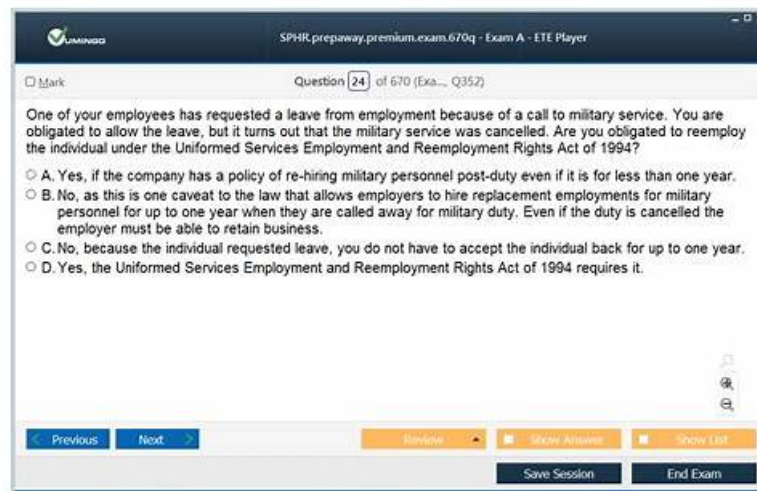


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q19-Q24):

NEW QUESTION # 19

One factor of the Uniform Guidelines on Employee Selection is reliability during interviews. Which of the following statements is the best description of reliability during interviews?

- A. Interviews should adapt job-related questions for each candidate for a particular position based on the candidate's experience.
- B. Interviews should prepare and consistently use questions that will be asked of all candidates based on the candidate's submitted resume.

- C. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for a particular position.
- D. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for all employment positions within the organization.

Answer: C

Explanation:

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

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 20

Which of the following departments of an organization develops new products and redesigns old ones to meet changing market demands?

- A. Accounting
- B. Research and Development
- C. Information Technology
- D. Finance

Answer: B

Explanation:

Answer option D is correct.

Chapter: Business Management and Strategy

Objective: Organizations

NEW QUESTION # 21

Which of the following is a productivity type of statistical HR measurement?

- A. Cost per hire
- B. Job satisfaction
- C. Revenue per employee
- D. Turnover and retention

Answer: C

Explanation:

Answer option A is correct. There are three types of statistical HR measurements: employee measures, such as turnover/retention (C) and job satisfaction (B); productivity measures, such as revenue per employee and OSHA incident rates; and HR activities measures, such as cost per hire (D) and ratio of total employees to HR staff. See Chapter 3 for more information. Chapter: Business Management and Strategy Objective: HR Metrics: Measuring Results

NEW QUESTION # 22

Human resources is often seen as a three-dimensional component of an organization. Which dimension of human resources focuses on long-term, future-focused approach to the methods to achieve human resource and organizational goals?

- A. Strategic
- B. Administrative
- C. Operational
- D. Organizational

Answer: A

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

The strategic component of human resources is a long-term, future-looking component of HR to achieve goals of the organization and the goals of human resources.

Answer option B is incorrect. Administrative describes the transactions within HR that are required to be completed either legally, through enterprise environmental factors, or both.

Answer option C is incorrect. Organizational is not one of the three dimensions of HR. The three dimensions are strategic, administration, and operational.

Answer option D is incorrect. Operational describes the tactics and operational goals of the organization being realized with the assistance of HR.

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

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 # 23

What is the purpose of the OSHA consulting service?

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

Answer: A

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 # 24

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