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Valid SPHR Learning Materials - Pass Guaranteed First-grade SPHR - Questions The Professional in Human Resources (SPHR) Exam

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q17-Q22):

NEW QUESTION # 17

Which of the following describes salting?

- **A. The union hires an individual to apply for a job with an employer and begin to organize the company.**
- B. The union hires an individual to picket the employer's business.
- C. The union hires an individual to publicize its reasons for targeting an employer for unionization.
- D. The union hires an individual to distribute leaflets to employees as they are leaving work at the end of the day.

Answer: A

Explanation:

Section: Volume G

Explanation/Reference:

Answer option B is correct.

Salting occurs when a union hires an individual experienced at organizing tactics to apply for a job with a company that has been targeted for an organizing campaign (B). Options C, D, and A are tactics used by unions during organizing campaigns.

Chapter: Employee and Labor Relations

Objective: Review Questions

NEW QUESTION # 18

Which of the following organizational structures is characterized by networks instead of traditional hierarchies?

- A. Flat organization
- B. Matrix organization
- **C. Seamless organization**
- D. Geographic organization

Answer: C

Explanation:

Explanation/Reference:

Answer option A is correct.

A seamless organization replaces traditional hierarchies with networks designed to enhance communication and creativity. These networks are made possible by advanced technology that allows employees to connect from anywhere in the world. See Chapters 2 and 3 for more information.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Organizational Structures

NEW QUESTION # 19

The concept of a learning organization is fundamental to organizational development. One of the key leaders in this thought is Peter Senge and his five principles as defined in the The Fifth Discipline. One of his disciplines defined is personal mastery. Which of the following statements best defines personal mastery?

- A. The ability to identify patterns and to recognize how those patterns can be impacted or changed
- B. A forward-looking perspective that inspires and secures a commitment to working toward a common vision
- **C. Subject matter expertise that an individual possesses and demonstrates**
- D. Deeply-rooted, firmly-held beliefs and assumptions that impact how we perceive the world around us

Answer: C

Explanation:

Explanation/Reference:

Answer option C is correct.

Personal mastery is defined as subject matter expertise that an individual possesses and demonstrates. It also includes a commitment to maintain that expertise through lifelong learning.

Answer option D is incorrect. This statement defines systems thinking.

Answer option B is incorrect. This statement defines mental models.

Answer option A is incorrect. This statement defines a shared vision.

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

Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Human Resource Development

Objective: Organization Development

NEW QUESTION # 20

Which of the following Acts provides workers compensation benefits for maritime workers whose injuries occur on the navigable waters of the United States or on piers, docks, or terminals?

- A. Drug-Free Workplace Act
- **B. Longshore and Harbor Workers' Compensation Act**
- C. Black Lung Benefits Act
- D. Sarbanes-Oxley Act

Answer: B

Explanation:

Explanation/Reference:

Answer option C is correct.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 21

A US company has offices throughout the US and in Europe. What accounting rules are the company required to use?

- A. Securities Exchange Act rules
- **B. Generally Accepted Accounting Principles**
- C. American Institute of Certified Public Accountants rules
- D. International Financial Reporting Standards

Answer: B

Explanation:

Explanation/Reference:

Answer option D is correct.

US-based companies are required to use the Generally Accepted Accounting Principles (GAAP) rules. In 2008, the SEC began to consider allowing companies to use the International Financial Reporting Standards.

Answer option A is incorrect. The American Institute of Certified Public Accountants created the GAAP rules.

Answer option B is incorrect. International Financial Reporting Standards are being considered to standardize accounting practices worldwide.

Answer option C is incorrect. The Securities Exchange Act rules aren't valid rules. This act of 1934 gave authority to the Securities and Exchange Commission (SEC) for overseeing accounting standards of publicly traded companies.

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: Organizations

NEW QUESTION # 22

