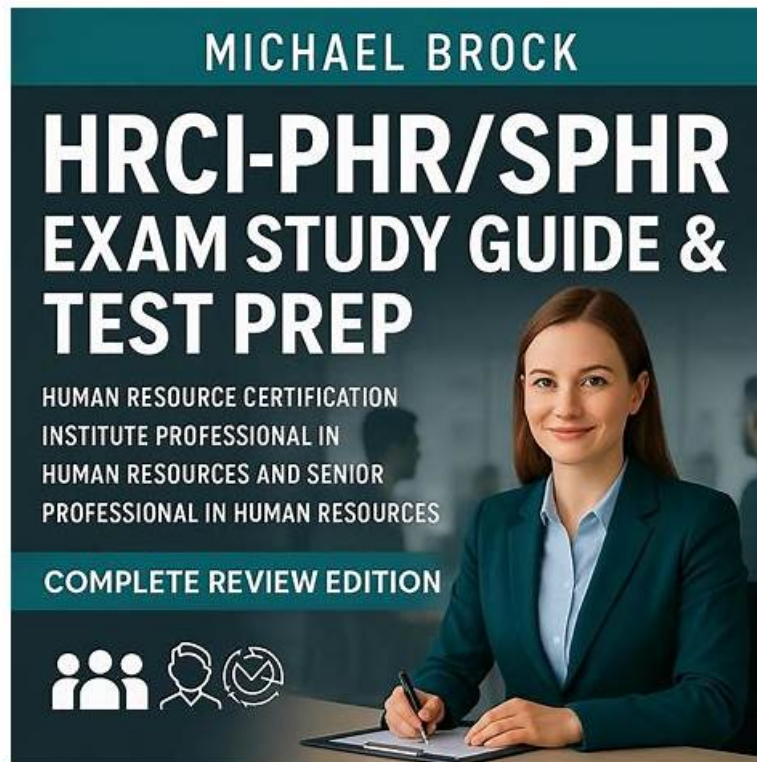


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q278-Q283):

NEW QUESTION # 278

Which of the following Acts requires employers to provide 60 days' notice when 500 employees or 33 percent of the workforce are laid off?

- A. WARN act
- B. OSHA
- C. VEVRA act
- D. FLSA act

Answer: A

Explanation:

Answer option A is correct.

Chapter: Workforce Planning and Employment

Objective: Organization Exit/Off-Boarding Processes

NEW QUESTION # 279

A standard employment practice that seems to be fair yet results in discrimination against a protected class is a description of what?

- A. Disparate treatment
- B. Disparate impact
- C. Adverse impact
- D. Unfair treatment

Answer: B

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

Disparate impact occurs when an employment practice that seems to be fair unintentionally discriminates against members of a protected class. Disparate treatment (B) occurs when a protected group is treated differently than other applicants or employees. The EEOC defines adverse impact (D) as a substantially different rate of selection in hiring, promotion, or another employment decision that works to the disadvantage of members of a race, a sex, or an ethnic group. Unfair treatment (A) can refer to any perceived difference in how employees are treated. See Chapter 4 for more information.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 280

Job fulfillment from working with a talented peer group is an example of which of the following types of compensation?

- A. Total rewards
- B. Extrinsic
- C. Intrinsic
- D. Monetary

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

Intrinsic rewards are driven by internal versus external factors. Job fulfillment based on work relationships, the opportunity to use strengths, and career growth are examples of nonmonetary compensation. Extrinsic rewards (C) are those rewards that are driven by external factors, usually in the form of monetary (A) or benefit rewards (components of a total rewards system (D)).

Chapter: Compensation and Benefits

Objective: Review Questions

NEW QUESTION # 281

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

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

Answer: A

Explanation:

Section: Volume C

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 134 gave authority to the Securities and Exchange Commission (SEC) for overseeing accounting standards or 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 # 282

In order to measure the return on investment (ROI) of a project, an organization must:

- A. develop performance standards.
- B. utilize qualitative data.
- **C. establish clear objectives.**
- D. identify project ownership.

Answer: C

Explanation:

To measure the ROI of a project, an organization must first establish clear objectives (A). At the SPHR level, ROI is a financial metric that compares the value of outcomes achieved against the cost of resources invested. Without clearly defined objectives, it is impossible to determine whether desired results were achieved or to quantify benefits.

Clear objectives specify what success looks like and define measurable outcomes such as cost reduction, productivity improvement, revenue growth, quality enhancement, or risk mitigation. These outcomes form the basis for identifying benefits that can be translated into financial value, which is essential for ROI calculation.

Qualitative data (B) can supplement analysis but cannot, on its own, support ROI measurement.

Performance standards (C) guide expectations but do not define the business results needed for ROI.

Project ownership (D) supports accountability but does not enable measurement.

SPHR exam content emphasizes that ROI analysis requires clear, measurable objectives tied to business outcomes, allowing HR and leadership to evaluate whether investments deliver value and support strategic decision-making.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (ROI analysis; program evaluation).

* HRCI SPHR Study Guide - Measuring return on investment for HR initiatives.

NEW QUESTION # 283

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