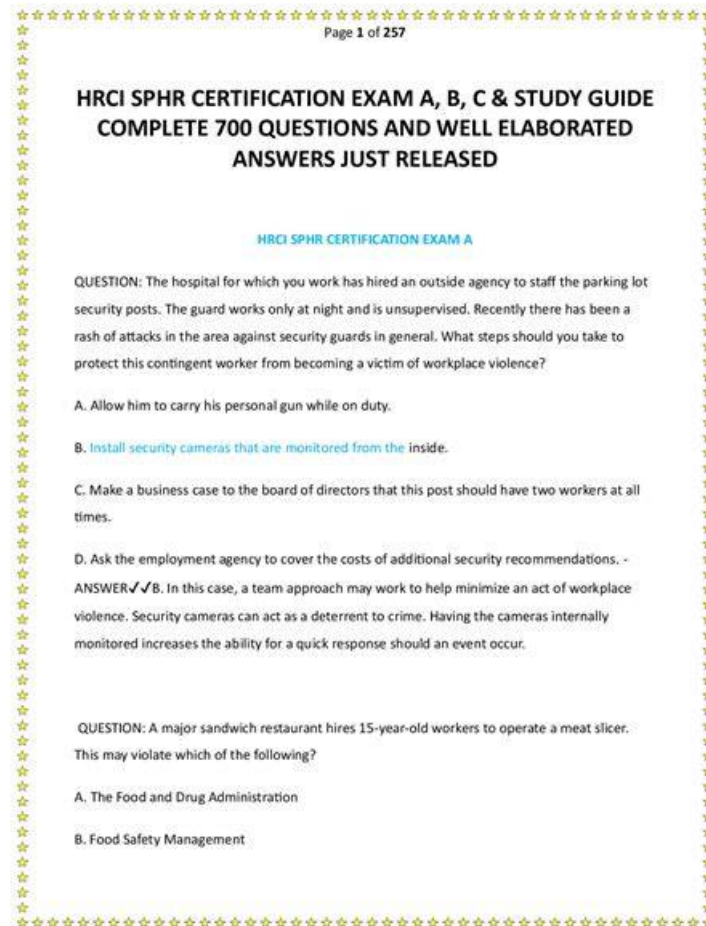


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q131-Q136):

NEW QUESTION # 131

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

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

Answer: C

Explanation:

Section: Volume G

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 # 132

What term is used to describe the values, worth, work ethics, attitude, and collective sense of an identity in an organization?

- A. Organizational persona
- B. Organizational branding
- C. Organizational politics
- **D. Organizational culture**

Answer: D

Explanation:

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. 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 # 133

As an HR Professional for your company, you have been asked to participate in strategic planning. During the strategic planning conversation, Frank is discussing the Four P's of Marketing. What are the Four P's of Marketing?

- **A. Product, Price, Placement, and Promotion**
- B. People, Payment, Placement, and Projections
- C. People, Price, Placement, and Promotion
- D. People, Product, Payment, and Promotion

Answer: A

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

The Four P's of Marketing are product, price, placement, and promotion.

Answer options C, D, and B are incorrect. These are not valid answers, as the Four P's of Marketing are product, price, placement, and promotion.

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 # 134

Your company is going through a corporate restructuring process. Which of the following best describes corporate restructuring?

- A. Elimination of waste by reducing redundancy in staffing
- B. Elimination of waste by reducing high-paid staff
- C. Outsourcing activities that have high costs, but low rewards
- **D. Elimination of waste by examining business units to eliminate redundancy and reduce overall costs**

Answer: D

Explanation:

Section: Volume B

Explanation/Reference:

Answer option D is correct.

Corporate restructuring focuses on the business units, not the employees, to determine redundant activities, boundaries, wasted efforts, in an effort to operate more efficiently.

Answer option C is incorrect. This isn't a valid statement about corporate restructuring, as the focus is not on eliminating staff.

Answer option B is incorrect. Highly-paid staff isn't necessarily a waste, so this answer isn't the best choice.

Answer option A is incorrect. Outsourcing may be a by-product of restricting, but it's not the best answer to the question.

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: Strategic Management

NEW QUESTION # 135

Which of the following Acts provides protection to workers in the event of mass layoffs or plant closings?

- A. FECA
- **B. WARN**
- C. OSHA
- D. BLBA

Answer: B

Explanation:

Answer option A is correct. The WARN Act was passed by Congress to provide protection to workers in the event of mass layoffs or plant closings. According to the act, 60 days advance notice is given to either the individual worker or their union representatives. The purpose of providing time to workers is to obtain new employment or training before the loss of their jobs. This act is administered by the department of labor, and enforced through the federal court. Answer option B is incorrect. The Black Lung Benefits Act (BLBA) is a law that provides benefits to coal miners who have been disabled by pneumoconiosis as a result of their work in the mines. Benefits are also paid to surviving dependents if the miner dies from the disease. Answer option D is incorrect. OSHA stands for Occupational Safety and Health Administration. OSHA is an agency of the United States Department of Labor. It was created by Congress of the United States under the Occupational Safety and Health Act, signed by President Richard M. Nixon, on December 29, 1970. Its mission is to prevent work-related injuries, illnesses, and occupational fatality by issuing and enforcing standards for workplace safety and health. The agency is headed by a Deputy Assistant Secretary of Labor. OSHA issues

guidelines and regulations for the safe use of a computer. Answer option C is incorrect. Federal Employees Compensation Act (FECA) is a law that provides rules for compensation benefits to federal employees for work-related injuries or illnesses. FECA contains legal provision for giving compensation to their surviving dependents if a work-related injury or illness results in the employee's death. Chapter: Workforce Planning and Employment Objective: Organization Exit/Off-Boarding Processes

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