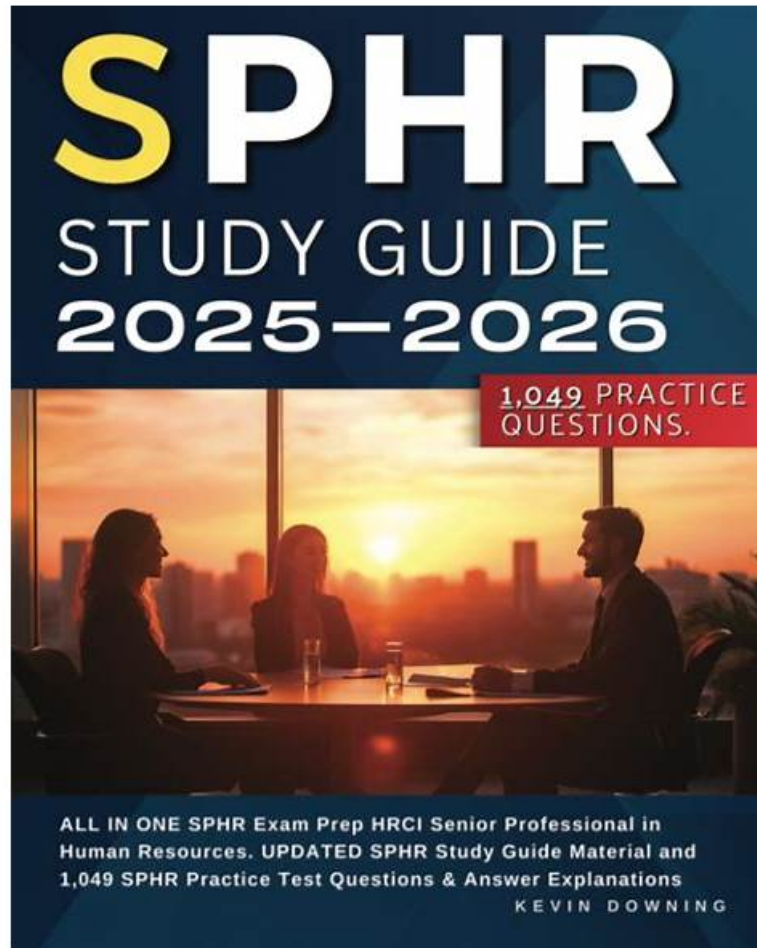


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SPHR: The Professional in Human Resources (SPHR)

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q125-Q130):

NEW QUESTION # 125

Which of the following identifies individuals within the organization who have the talent and ability to move into management and executive positions?

- A. Performance plan
- B. Restructuring strategy
- C. Reengineering
- **D. Succession plan**

Answer: D

Explanation:

Answer option C is correct.

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 126

Which of the following is the middle value when values are arranged from high to low?

- **A. Median**
- B. Mean
- C. Average
- D. Mode

Answer: A

Explanation:

Section: Volume E

Explanation/Reference:

Answer option C is correct.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Qualitative and Quantitative Analysis

NEW QUESTION # 127

You have been hired as a consultant for the HJN Company to help them in their strategic planning. They have asked you to help them create goals for the company. You recommend that the meeting participants use the SMART approach to goal setting. What is SMART?

- A. It is a goal setting technique that defines the characteristics of a goal as Specific, Monitored, Accountable, Realistic, and Time-based.

- B. It is a goal setting technique that defines the characteristics of a goal as Specific, Measurable, Action- oriented, Risk, and Tested.
- C. It is a goal setting technique that defines the characteristics of a goal as Schedule, Monetary, Action- oriented, Risk, and Time-based.
- **D. It is a goal setting technique that defines the characteristics of a goal as Specific, Measurable, Action- oriented, Realistic, and Time-based.**

Answer: D

Explanation:

Explanation/Reference:

Answer option A is correct.

SMART uses the characteristics of Specific, Measurable, Action-oriented, Realistic, and Time-based.

Answer option D is incorrect. This is not a correct definition of SMART goal setting so this choice is incorrect.

Answer option C is incorrect. This is not a correct definition of SMART goal setting so this choice is incorrect.

Answer option B is incorrect. This is not a correct definition of SMART goal setting so this choice is incorrect.

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 # 128

Which of the following is an example of direct compensation?

- **A. Variable compensation**
- B. Vacation pay
- C. Employer Social Security contributions
- D. 401(k) matches

Answer: A

Explanation:

Section: Volume C

Explanation/Reference:

Answer option D is correct.

Direct compensation is composed of base pay (hourly wage or salary), variable compensation, and pay for performance. Vacation pay (C), 401(k) matches (B), and employer Social Security contributions (A) are examples of indirect compensation. See Chapter 6 for more information.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 129

One type of risk, HR Professionals must be aware of and combat is job stress. Which of the following is the best definition of job stress?

- A. Stress is the lack of exercise, sleep, and good diet combined with work demands that are beyond the scope of a person's capabilities.
- B. Stress is the degree of physical, emotional, and mental strain upon a worker from the demands and constraints of employment.
- C. Stress is pressure from requirements in a workplace that are beyond the scope of job satisfaction.
- **D. Stress is a harmful physical and emotional response that occurs when the requirements of the job don't match the capabilities, resources, or needs of the worker.**

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

NEW QUESTION # 130

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