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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q116-Q121):

NEW QUESTION # 116

Which of the following refers to the ability of a team to share and build upon their ideas without holding anything back?

- A. Personal mastery
- B. Systems thinking
- C. Mental model
- D. Team learning

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.
Chapter: Human Resource Development
Objective: Organization Development

NEW QUESTION # 117

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. There are three primary types of bargaining that management and unions participate in. Which of the following bargaining types is considered to be the most combative?

- A. Integrative bargaining
- B. Interest-based bargaining
- C. Good faith bargaining
- **D. Distributive bargaining**

Answer: D

Explanation:

Explanation/Reference:

Answer option C is correct.

Distributive bargaining happens when each side sets their case and then does their best to stick to their objectives. Distributive bargaining is combative, adversarial, and can corrode the management-labor relationships.

Answer option B is incorrect. Interest-based bargaining focuses on interests rather than positions and it separates people from the problem. This type of bargaining is done in cooperation between the two parties.

Answer option D is incorrect. Integrative bargaining describes the process of examining issues as a whole, rather than one at a time. Integrative bargaining looks for a win-win for both sides of the disagreement.

Answer option A is incorrect. Good faith bargaining is not a bargaining type, but a description of the process both sides should go into the bargaining process with.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

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

Chapter: Employee and Labor Relations

Objective: Union Organization

NEW QUESTION # 118

Organizations must assess the safety of their workplaces and consider the ability of a business to continue despite risk impact. When assessing business continuity risks, the HR Professional must consider several different types of disasters, their probability, and impact on an organization. What category of disaster is best described as acts of terrorism, major thefts, sabotage, or labor disputes?

- A. Serious information security incidents
- B. Environmental disasters
- **C. Organized or deliberate disruptions**
- D. System failures

Answer: C

Explanation:

Explanation/Reference:

Answer option A is correct.

Terrorism, major thefts, sabotage, and labor disputes are all categorized and analyzed for their effect on business continuity as an organized or deliberate disruption.

Answer option B is incorrect. Environmental disasters are things like earthquakes, tornados, fires, and even chemical spills.

Answer option D is incorrect. Serious information security incidents are things like hacker and cyber attacks on an organization's information systems.

Answer option C is incorrect. System failures are part of the loss of public utilities and services.

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: Risk Management

Objective: Risk Identification

NEW QUESTION # 119

Gary is an HR Professional for his organization that has several federal contracts of \$100,000 or more.

His organization, as required by VEVRAA, files what form by September 30 each year, which provides the details of the veterans employed by the federal contractor?

- A. Gary Gary must file the EEO-VETS form
- B. must file the EEO-1 report
- C. Gary must file the VETS-100 form
- D. Gary must file the VEVRAA ACT-1 report

Answer: C

Explanation:

Explanation/Reference:

Answer option D is correct.

Under VEVRAA, the Vietnam Era Veteran's Readjustment Assistance Act, Gary must file the VETS-100 form by September 30 each year. This form reports information on the veterans employed by Gary's company.

Answer options A, B, and C are incorrect. These are not correct forms for the VEVRAA requirements.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

978-1-586-44149, Section III, The US HR Body of Knowledge.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Employee Records Management

NEW QUESTION # 120

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is a group of national unions.
- B. A federation is the same as a union.
- C. A federation is a union that has international members.
- D. A federation is the governing body of a union.

Answer: A

Explanation:

Section: Volume A

Explanation/Reference:

Answer option B is correct.

A federation is a collection of national unions. Federations usually lobby on behalf of its union members to speak collectively for the labor which the federation represents. The AFL-CIO is one of the largest federations.

Answer option A is incorrect. A federation is not the same as a union. Federations are made up of unions.

Answer option C is incorrect. A federation represents national unions, not international unions.

Answer option D is incorrect. A federation is not the governing body of unions. Federations do not get involved with bargaining or contract administration.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

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

Chapter: Compensation and Benefits

Objective: Executive Compensation

NEW QUESTION # 121

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