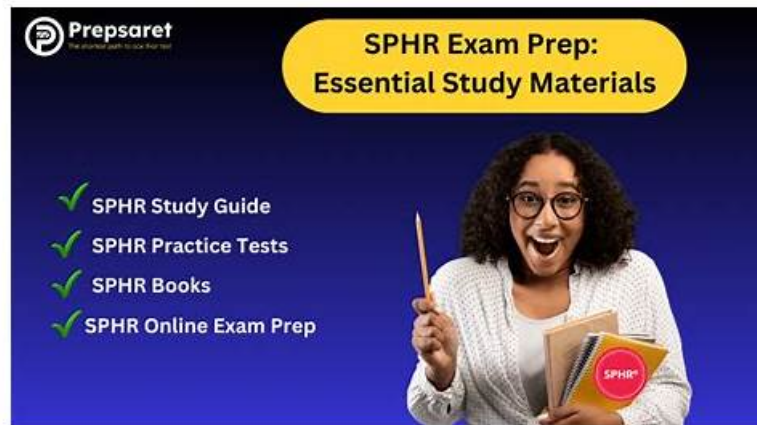


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Concluding Thoughts

From guaranteed professional growth to career flexibility and competitive salaries, there are countless reasons a career in HR management can be rewarding. As a Senior Professional in Human Resources, you will be demonstrating your knowledge of the strategies & policies of HR management and a desire to become a big picture thinker who is completely trusted by their organization. Candidates who attain this certificate not only portray a solid knowledge of the popular HR disciplines, they are also accountable for the company's HR management goals. This puts them at the peak of the organization's career ladder in the long run because they are entrusted with just about everything there's to know in this niche. So, get out of your comfort zone today, prepare for the HRCI SPHR Exam using the above-mentioned resources and become a pro in your field. We are certain you can do it.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q203-Q208):

NEW QUESTION # 203

CORRECT TEXT

Safety in the workplace is directly linked to security of the workplace. When completing a risk assessment of the workplace and its security, there are four general categories of organizational assets that are measured for impact of identified risks. Which of the following is not one of the four asset categories that are analyzed for impact in the workplace security?

- Physical
- Financial
- Media
- Human

Answer:

Explanation:

C

Answer option C is correct.

Media is not one of the four categories of workplace safety that is assessed. The four categories are financial, physical, human, and information.

Answer options B, A, and D are incorrect. Financial, physical, and human are among the four assessed categories of risk.

NEW QUESTION # 204

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts used the terminology "work now, grieve later" to describe the urgency of performing work?

- A. National Labor Relations Act
- B. Clayton Act
- C. Railway Labor Act
- D. National Industrial Recovery Act

Answer: C

Explanation:

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: Labor Relations

NEW QUESTION # 205

The market your company operates within is changing and management is looking for you an SPHR for advice. They want you to identify risk that may affect the organization and take action to mitigate the identified risk events. What activity is management asking you to do?

- A. Organizational planning
- B. Enterprise risk management
- C. Identification of risk tolerance
- D. Risk response planning

Answer: B

Explanation:

Explanation/Reference:

Answer option D is correct.

Management is asking you to do enterprise risk management. This process identifies risk events, creates risk responses, and tracks

the risk responses for their effectiveness.

Answer option C is incorrect. Organizational planning describes the structuring of an organization, not the identification and response to risk events.

Answer option A is incorrect. Risk tolerance is an organization's willingness to accept risk events. It's the organization's attitude towards risk.

Answer option B is incorrect. Risk response planning is the examination of possible risk responses and the selection of the best response for the situation.

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 # 206

A professional development plan for a high-potential employee must include: (Select TWO options)

- A. Current job description
- **B. Clear timeline**
- C. Adverse impact analysis
- D. Demographic analysis
- **E. Needs assessment**

Answer: B,E

Explanation:

A needs assessment identifies development gaps, while a clear timeline ensures progress tracking. These are foundational elements in personalized, high-potential development.

According to SPHR-aligned LandD practices, high-potential development must be structured, intentional, and measurable, integrating assessments and timelines to guide growth.

NEW QUESTION # 207

According to the WARN Act, an employer with 200 employees is required to provide 60 days' notice of a mass layoff when which of the following is true?

- A. A flood requires that one of the plants be shut down for repairs, and 55 employees are laid off.
- B. The employer is seeking additional funding and will lay off 70 employees if the funding falls through.
- C. A major client unexpectedly selects a new vendor for the company's products, and the company lays off 75 employees.
- **D. The employer lays off 5 employees a week for 3 months.**

Answer: D

Explanation:

Section: Volume D

Explanation/Reference:

Answer option B is correct.

The WARN Act requires employers to provide 60 days' notice when 500 employees or 33 percent of the workforce are laid off, and it requires the number to be counted over a period of 90 days. Five employees a week for 3 months is a total of 65 employees (5 employees times 13 weeks), which is 33 percent of the workforce. The three exceptions are the "faltering company exception" (D) when knowledge of a layoff will negatively impact the company's ability to obtain additional funding, the "unforeseeable business circumstance" (C) when unexpected circumstances occur, and the "natural disaster" (A) exception. See Chapter for more information.

Chapter: Workforce Planning and Employment

Objective: Organization Exit/Off-Boarding Processes

NEW QUESTION # 208

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