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## SPHRi Functional Area 05

### HR INFORMATION MANAGEMENT, SAFETY, AND SECURITY

International Human Resource Certification Institute  
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### What format is the HRCI SPHRi Exam?

- Languages: English (also available in Spanish - Castilian)
- Formate: multiple-choice
- The passing score: 60%
- Number of Questions: 115 scored questions (mostly multiple-choice) + 25 pretest questions
- Time Duration: 2 hours and 15 minutes

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**HRCI SPHRi Valid Study Notes, SPHRi Exam Overviews**

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## **HRCI Senior Professional in Human Resources - International Sample Questions (Q263-Q268):**

### **NEW QUESTION # 263**

Which component of an affirmative action plan provides demographic information for the labor market related to each job group?

- **A. Determination of availability**
- B. Organizational profile
- C. Comparison of incumbency to availability
- D. Job group analysis

**Answer: A**

Explanation:

In an affirmative action plan, the determination of availability provides demographic information for the labor market related to each job group. Specifically, this part of the affirmative action plan indicates how many women and minorities are available to fill positions in each job group. A determination of availability should include internal and external candidates. A job group analysis indicates how the business categorizes various positions. The comparison of incumbency to availability calculates the company's success at employing minorities compared with the job market as a whole. Finally, the organizational profile is a simple list of the positions within the business.

### **NEW QUESTION # 264**

How long after signing does an executive order become law?

- **A. 30 days**
- B. 60 days
- C. 15 days
- D. 45 days

**Answer: A**

Explanation:

Unless otherwise stipulated, an executive order becomes law after 30 days. The other answer choices are either too low (15 days) or too high (45 days and 60 days).

### **NEW QUESTION # 265**

In an environmental, social, and governance (ESG) approach to business, organizational policies, procedures, and decisions prioritize value over value.

- **A. stakeholder, shareholder**
- B. human resources, accounting
- C. employee, executive officer
- D. investor, customer

**Answer: A**

Explanation:

An ESG approach to business seeks to make decisions in a way that positively impacts all parties who may be affected by the business (stakeholders) and not just stock owners (shareholders). While some elements of ESG may at times require putting employee value ahead of leadership value or HR principles ahead of a monetary bottom line, the main tenet of an ESG approach to business is more holistic and aims to put the long-term good of the whole ahead of the short-term good of just those who stand to make money.

### NEW QUESTION # 266

Which type of strike is launched despite a no-strike clause in the employee contract?

- A. Secondary strike
- **B. Wildcat strike**
- C. Hot cargo strike
- D. Sit-down strike

**Answer: B**

Explanation:

A wildcat strike is launched despite a no-strike clause in the employee contract. Obviously, these strikes create intense conflict between employer and union. Sit-down strikes, which are prohibited by law, occur inside the work facility. Secondary boycotts are attempts by the union to keep an external company from doing business with the employer. In most cases, secondary strikes are illegal. A hot cargo strike, more commonly known as a hot cargo picket, aims to keep the employer from doing business with some other employer opposed by the union. Hot cargo pickets are prohibited by law as well.

### NEW QUESTION # 267

Which of the following examples is MOST likely to be deemed a constructive discharge?

- A. An employee is terminated as part of a short-term layoff.
- **B. An employee resigns after harassment in the workplace.**
- C. An employee resigns in order to pursue a different career path.
- D. An employee is terminated after a series of poor performance reviews.

**Answer: B**

Explanation:

Constructive discharge is determined in situations where an employee resigns due to working conditions that would cause most "reasonable" people to resign. These working conditions can range from discrimination in the workplace to a hostile work environment to other intolerable working conditions. Constructive discharge can lead to legal ramifications, such as the awarding of unemployment to the employee or other discrimination or harassment charges against the employer. Constructive discharge does not apply in cases where there is standing documentation of poor performance that leads to the employee's termination, where the termination is part of business decisions that do not have to do with the individual employee, such as layoffs, or where the employee resigns to pursue external opportunities, as opposed to in response to internal working conditions.

### NEW QUESTION # 268

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