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To be eligible for the SPHR certification, individuals must have a minimum of four years of experience in an HR role and hold a master's degree or higher. Alternatively, individuals with a bachelor's degree must have five years of experience, and those without a degree must have seven years of experience. The SPHR Exam covers a broad range of topics, including business management, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which of the following is best defined as a benefit plan that uses an actuarial formula to calculate the contribution amount needed to reach a predetermined benefit amount at retirement?

- A. Money purchase plan
- **B. Target benefit plan**
- C. Profit sharing plan
- D. 401(k) plan

Answer: B

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 72

Which of the following scenarios is an example of discrimination in a disparate treatment?

- A. An organization requires all newly hired employees to have college degrees even though a degree is not needed to perform all jobs within the organization.
- B. An organization requires all newly hired employees to have college degrees for certain positions within the company.
- **C. An employee requests off from work because of a religious holiday. The manager agrees but scrutinizes the work the employee does after the holiday. The manager does not inspect the work of other employees who did not ask off for the holiday.**
- D. An employee requests off from work because of a religious holiday. The manager agrees but asks the employee to make up the work the employee will miss.

Answer: C

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

When the manager inspects a person's work who asked for the time off for the religious holiday, but doesn't inspect the work of other persons who didn't ask for the time off, it's likely a case of disparate treatment.

Answer option A is incorrect. The manager isn't treating the worker differently, just asking for the worker to complete their assignments as required by the work.

Answer option B is incorrect. This is an example of disparate impact, not disparate treatment.

Answer option D is incorrect. This is not an example of discrimination as the company is requiring college degrees for certain positions, not all positions.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

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

Chapter: Workforce Planning and Employment
Objective: Federal Employment Legislation

NEW QUESTION # 73

One factor of the Uniform Guidelines on Employee Selection is reliability during interviews. Which of the following statements is the best description of reliability during interviews?

- **A. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for a particular position.**
- B. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for all employment positions within the organization.
- C. Interviews should adapt job-related questions for each candidate for a particular position based on the candidate's experience.
- D. Interviews should prepare and consistently use questions that will be asked of all candidates based on the candidate's submitted resume.

Answer: A

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four: Workforce Planning. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 74

Which of the following is most likely to be increased by improving organizational health?

- **A. Organizational productivity**
- B. Organizational culture
- C. Employee performance
- D. Manager tenure

Answer: A

Explanation:

"Organizational health" refers to an organization's ability to align around a clear vision, execute effectively, and renew itself. It directly impacts productivity and long-term performance. While employee performance improves, the broader impact is seen in organizational productivity, a key measure in strategic planning.

This connects with the Leadership and Strategy domain focusing on organizational effectiveness.

NEW QUESTION # 75

Lee is a worker in a facility that offers a ten percent shift premium. Lee's hourly rate for the day shift is \$12, but he's volunteered to work the next month on the swing shift. What will Lee's hourly rate be for the next month?

- **A. \$13.20**
- B. \$528
- C. The shift premium is only for the shifts that overlap.
- D. \$2,112

Answer: A

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

Lee's base pay is 12 dollars. The shift premium adds ten percent to the base pay for an hour rate of \$13.20.

Answer option B is incorrect. \$528 is the weekly pay, but the question asked for the hourly rate of pay.

Answer option C is incorrect. \$2,112 is the pay for 160 hours, but the question asked for just the hourly rate of pay.
Answer option D is incorrect. This isn't a true statement and doesn't answer the question.
Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.
Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.
Chapter: Compensation and Benefits
Objective: Total Rewards Defined

NEW QUESTION # 76

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