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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q40-Q45):

NEW QUESTION # 40

Characteristics of high-involvement organizations include all of the following except which?

- **A. Team learning**
- B. Pay-for-performance system that clearly links employee behavior to rewards
- C. Decision-making from the bottom up
- D. Data-sharing from the top down

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

High-involvement organizations are those in which employees are encouraged to remain active, accountable members of the company. Allowing employees to come up with creative solutions to problems, clearly linking rewards to behavior (B) encouraging decision-making from the ground up (D) and demonstrating management trust through data sharing (C) are other characteristics of HIOs. See Chapters 3 and 7 for more information.
Chapter: Employee and Labor Relations
Objective: Employee Relations

NEW QUESTION # 41

After conducting a risk assessment, what can you do to protect the company against any identified risks?

- A. Identify policies that are applied inconsistently throughout the organization.
- **B. Obtain employment practices liability insurance.**
- C. Present management with a plan for reducing the risks.
- D. Develop a plan to reduce the risks.

Answer: B

Explanation:

Answer option D is correct. As part of the risk assessment, inconsistent policies have been identified (A), a plan for reducing risk has been developed (C), and management has reviewed the plan for reducing risks (B). After the assessment is complete, the company may decide to purchase insurance, self-insure, or mitigate the risk by making operational changes. Chapter: Core Knowledge Requirements for HR Professionals Objective: Review Questions

NEW QUESTION # 42

During the union-organizing process, how is the bargaining unit determined?

- A. Jointly, by the union and the employer
- B. By the union organizers
- C. By the employees during the election
- **D. By the National Labor Relations Board**

Answer: D

Explanation:

Explanation/Reference:

Answer option D is correct.

The National Labor Relations Board (NLRB) determines which jobs will be included in the bargaining unit based on the "community of interest" shared by the requirements of the jobs. See Chapter 7 for more information.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

NEW QUESTION # 43

When does double breasting occur?

- **A. An employer has two businesses, one union and one nonunion, that do substantially the same work but have different management, equipment, and customers.**
- B. An employer has two companies that are substantially identical.
- C. Two businesses perform operations that are part of the same product.
- D. A neutral employer performs work that is normally done by striking employees.

Answer: A

Explanation:

Section: Volume G

Explanation/Reference:

Answer option D is correct.

Double breasting occurs when an employer has two companies that are separate and distinct from each other but do the same type

of work, and one company is union while the other is nonunion. This occurs most often in the construction industry when contractors have two different crews for bidding on union and nonunion jobs. An alter ego employer has two substantially identical businesses (B). The ally doctrine describes work that is done by a neutral employer while another business is shut down by a strike (A). A straight-line operation is one in which two businesses perform operations that complement each other's operations (C). If one business is struck, the other may be as well because they are engaged in a single economic enterprise.

Chapter: Employee and Labor Relations

Objective: Review Questions

NEW QUESTION # 44

Which of the following contains legal provisions for giving compensation to surviving dependents if a work-related injury or illness results in the employee's death?

- A. FLSA
- B. BLBA
- C. OSHA
- **D. FECA**

Answer: D

Explanation:

Answer option C is correct. Federal Employees Compensation Act (FECA) is a law that provides rules for compensation benefits to federal employees for work-related injuries or illnesses. FECA contains legal provision for giving compensation to their surviving dependents if a work-related injury or illness results in the employee's death. Answer option A is incorrect. OSHA stands for Occupational Safety and Health Administration. OSHA is an agency of the United States Department of Labor. It was created by Congress of the United States under the Occupational Safety and Health Act, signed by President Richard M. Nixon, on December 29, 1970. Its mission is to prevent work-related injuries, illnesses, and occupational fatality by issuing and enforcing standards for workplace safety and health. The agency is headed by a Deputy Assistant Secretary of Labor. OSHA issues guidelines and regulations for the safe use of a computer. Answer option B is incorrect. The Black Lung Benefits Act (BLBA) is a law that provides benefits to coal miners who have been disabled by pneumoconiosis as a result of their work in the mines. Benefits are also paid to surviving dependents if the miner dies from the disease. Answer option D is incorrect. The Fair Labor Standards Act (FLSA) defines a list of jobs not suitable for children between the ages of 16 and 18. Chapter: Risk Management Objective: Risk Assessment

NEW QUESTION # 45

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