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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q200-Q205):

NEW QUESTION # 200

Henry is the HR Professional for his organization and he's discussing the status of Amy's employment.

Amy earns \$87,500 per year and receives a paycheck via direct deposit every two weeks. Amy was hired under the offer of a salary position, but she feels that she is working far more than the agreed 40 hours per week. Based on these scenarios, do you believe Amy is exempt or non-exempt?

- A. Amy is exempt because she earns more than \$1,000 per week.
- B. Amy is not exempt because she is offered bonuses as part of her pay.
- C. Amy is not exempt because she is working more than ten percent of her total agreed hours per week.
- **D. Amy is exempt because she is paid on a salary basis.**

Answer: D

Explanation:

Explanation/Reference:

Answer option C is correct.

An exempt employee is someone who is paid on a salary basis and earns more than \$455 per week. As the question states, Amy was hired under the offer of a salary.

Answer option D is incorrect. While Amy does earn more than \$1,000 per week, this doesn't automatically qualify her as exempt.

Answer option B is incorrect. Bonuses do not automatically qualify someone as non-exempt.

Answer option A is incorrect. The question doesn't tell how much additional hours Amy is actually working so this isn't a good choice. The amount of hours a person works doesn't directly affect their exempt or non-exempt status.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.

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

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Employee Records Management

NEW QUESTION # 201

The concept _____ reviews processes to eliminate waste, relies on teamwork, and involves all members of the organization in meeting customer needs.

- A. Information sharing
- **B. Total Quality Management**
- C. Balancing stakeholder
- D. Time management

Answer: B

Explanation:

Answer option D is correct.

Chapter: Business Management and Strategy

Objective: Strategic Management

NEW QUESTION # 202

According to Knowles, there are five key assumptions about how adults learn. One of the assumptions is the learner's readiness to learn. Which of the following statements is best associated with the assumption of the learner's readiness to learn?

- A. I've got lots of valuable experience that I want to draw upon to help me as I learn.

- B. What I learn today will help me solve problems at my workplace tomorrow.
- **C. I'm ready to learn this because what I learn will help me function better in some way.**
- D. I understand why I need to learn this.

Answer: C

Explanation:

Explanation/Reference:

Answer option C is correct.

This statement is an assumption of the learner's readiness to learn. If the assumption proves false, the learning may not occur.

Answer option D is incorrect. The statement "I understand why I need to learn this" is an assumption that the learner understands the need to know the course material.

Answer option A is incorrect. The statement "What I learn today will help me solve problems at my workplace tomorrow" is an example of the assumption of the learner's orientation to learning.

Answer option B is incorrect. The statement "I've got lots of valuable experience that I want to draw upon to help me as I learn" is an example of the assumption of the learner's experience.

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: Core Knowledge Requirements for HR Professionals

Objective: Adult Learning Processes and Learning Styles

NEW QUESTION # 203

When developing a compensation strategy, HR must first decide whether to:

- A. provide cost-of-living increases.
- B. implement pay for performance practices.
- **C. lead, lag, or match the market.**
- D. use a competency-based pay approach.

Answer: C

Explanation:

When developing a compensation strategy, the first and most critical decision HR must make is whether the organization intends to lead, lag, or match the labor market (B). This decision establishes the overall compensation philosophy, which then guides all downstream design choices, including pay structures, incentives, and adjustment mechanisms.

At the SPHR level, compensation strategy must align with organizational strategy, financial capacity, talent availability, and competitive positioning. Market positioning answers a fundamental strategic question: How does the organization intend to compete for talent? Leading the market may support aggressive growth or scarce-skill acquisition but requires higher labor costs. Lagging the market may be appropriate for cost-control strategies but increases retention risk. Matching the market balances competitiveness and cost stability.

Options such as cost-of-living increases (A), pay-for-performance practices (C), and competency-based pay (D) are design mechanisms, not starting points. These decisions should only be made after the market position is clearly defined. For example, pay-for-performance may be implemented within any market position, but its structure and funding depend on whether the organization leads, matches, or lags the market.

SPHR exam content emphasizes that HR leaders must take a systems-level view of total rewards. Without a clear market posture, compensation programs risk inconsistency, inequity, and misalignment with business goals. Establishing market position first ensures that compensation decisions are intentional, defensible, and sustainable.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Total Rewards (compensation philosophy; market positioning; pay strategy alignment).

* HRCI SPHR Study Guide - Foundational decisions in compensation strategy development.

NEW QUESTION # 204

Which of the following has established standards for personal protective equipment (PPE)?

- A. Fair Labor Standards Act (FLSA)
- **B. Occupational Safety and Health Act (OSHA)**
- C. Mine Safety and Health Act (MSHA)

- D. Drug-Free Workplace Act

Answer: B

Explanation:

Section: Volume G

Explanation/Reference:

Answer option D is correct.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 205

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