

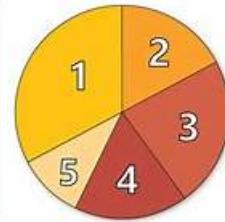
SPHR Test Questions Vce | Updated SPHR Test Cram

SPHR Exam Outline

Content Areas	Percentage of Examination
1. Leadership and Strategy	33%
2. Workforce Planning and Talent Acquisition	17%
3. Talent Management	23%
4. Total Rewards	17%
5. HR Information Management, Safety, and Security	10%

Mometrix TEST PREPARATION

Time limit: 2.5 hours
Total questions: 140
Question format: Multiple-choice, multiple-response, drag-and-drop, fill-in-the-blank
Delivery format: Computer-delivered



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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q145-Q150):

NEW QUESTION # 145

According to the Copyright Act of 1976, which of the following is most likely to be considered a fair use of copyrighted material?

- A. Distributing 30 copies of a chapter in a book to a study group
- B. None of the above
- C. Copying a book for 10 staff members of a nonprofit organization
- D. Distributing 30 copies of a paragraph in a book to a study group**

Answer: D

Explanation:

Answer option B is correct. Four factors are considered in determining whether the use of published material is a fair use: the purpose of the use, the nature of the work being copied, how much of the work is copied, and what economic effect copying the material will have on the market value of the work. See Chapter 5 for more information. Chapter: Human Resource Development Objective: Federal Employment Legislation

NEW QUESTION # 146

Which of the following are narrative methods of appraisal that require managers to describe the employee's performance? Each correct answer represents a complete solution. Choose all that apply.

- A. Critical incident review
- B. Daily review
- C. Field review
- D. Essay review

Answer: A,C,D

Explanation:

Explanation/Reference:

Answer options A, D, and C are correct.

The narrative methods of appraisal that require managers to describe the employee's performance are as follows:

1. Critical incident review
2. Field review
3. Essay review

The critical incident review requires that during the review period supervisors make notes of successful and unsuccessful performance issues for each employee.

A field review appraisal may be conducted by someone other than the supervisor. This can be a person from outside the organization.

In the essay review, the reviewer has to write a short description about each employee's performance during the year.

Answer option B is incorrect. There is no such narrative method of appraisal as daily review.

Reference: <http://www.mbanotesworld.in/2009/01/methods-of-performance-appraisal.html> Chapter: Human Resource Development Objective: Performance Appraisal

NEW QUESTION # 147

A Vice President of HR has been directed to transform HR from a traditional staff function into a strategic business partner. Resistance is anticipated in the HR department because of changing roles and responsibilities.

The best way for the Vice President to overcome this resistance is to:

- A. provide new job descriptions and salary schedules.
- B. discuss significant concerns with staff members.
- C. involve staff in the redesign of the department.
- D. create a zero-based staffing plan.

Answer: C

Explanation:

The most effective way to overcome resistance during HR's transformation into a strategic business partner is to involve staff in the redesign of the department (B). At the SPHR level, organizational change is most successful when employees participate in shaping the change that affects their roles and identities.

Involving HR staff in redesign builds ownership, reduces fear, and increases commitment to new expectations. Participation allows employees to better understand the strategic rationale for the shift, contribute insights from their operational experience, and see how their skills will be applied in higher-value work. This approach also aligns with change management best practices that emphasize engagement over top-down mandates.

While discussing concerns (D) is important, it is insufficient on its own without meaningful involvement.

New job descriptions and salary schedules (C) address structural elements but do not resolve emotional or behavioral resistance.

Zero-based staffing (A) may increase anxiety and is inappropriate as a primary change strategy.

SPHR exam content emphasizes that transforming HR into a strategic partner requires culture change, capability development, and stakeholder engagement, starting within the HR function itself.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (change management; HR transformation).

* HRCI SPHR Study Guide - Overcoming resistance in organizational change initiatives.

NEW QUESTION # 148

As a Senior HR Professional for your organization, you're coaching one of your employees on civil rights and employment. What does Title VII of the Civil Rights Act of 1964 accomplish?

- A. Prohibits educational discrimination on the basis of national origin
- B. Prohibits employment discrimination on the basis of race, color, religion, sex, or national origin
- C. Prohibits discrimination of management by race, color, religion, sex, or national origin
- D. Prohibits employment discrimination on the basis of race

Answer: B

Explanation:

Explanation/Reference:

Answer option C is correct.

Title VII is a landmark law that prohibits employment discrimination on the basis of race, color, religion, sex, or national origin.

Answer option A is incorrect. This is not a valid description of the Title VII of the Civil Rights Act of 1964.

Answer option B is incorrect. This is not a valid description of the Title VII of the Civil Rights Act of 1964.

Answer option D is incorrect. This is not a valid description of the Title VII of the Civil Rights Act of 1964.

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: Human Resource Development

Objective: Federal Employment Legislation

NEW QUESTION # 149

HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- A. When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.
- B. When an employee treats other employees differently based on their past work efforts.
- C. When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.
- D. When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status

Answer: D

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149, Section III, The US HR Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 150

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