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WORKology

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q121-Q126):

NEW QUESTION # 121

There are several union actions that are considered unfair labor practices. One such practice is that unions may require employers to pay for services that are not rendered. For example, a union cannot require an organization to continue to pay employees to do jobs that have been rendered obsolete by changes in the technology. Which of the following terms defines this unfair labor practice?

- **A. Featherbedding**
- B. Collusion
- C. Coercion
- D. Hot cargo agreement

Answer: A

Explanation:

Explanation/Reference:

Answer option D is correct.

This is an example of featherbedding. Featherbedding happens when unions require employers to pay for services that are not rendered.

Answer option B is incorrect. Coercion is not the correct term for this scenario.

Answer option A is incorrect. Collusion is not the correct term for this scenario.

Answer option C is incorrect. A hot cargo agreement happens when a union demands that an employer stops doing business with another employer.

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

Chapter 7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Labor Relations

NEW QUESTION # 122

Which of the following is additional pay for dangerous or risky working conditions?

- A. Call-back pay
- B. Base pay
- C. Reporting pay
- **D. Hazard pay**

Answer: D

Explanation:

Explanation/Reference:

Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 123

Which of the following processes is taken to reduce the risk?

- **A. Risk mitigation**
- B. Risk acceptance
- C. Risk avoidance
- D. Risk transfer

Answer: A

Explanation:
Explanation/Reference:
Answer option D is correct.
Chapter: Risk Management
Objective: Risk Management

NEW QUESTION # 124

Which of the following addresses the way a physical environment is designed and how efficient and safe that design is for the people in that environment?

- A. Fair Labor Standards Act (FLSA)
- **B. Ergonomics**
- C. Drug-Free Workplace Act
- D. Mine Safety and Health Act (MSHA)

Answer: B

Explanation:
Answer option A is correct.
Chapter: Risk Management
Objective: Risk Assessment

NEW QUESTION # 125

HR can best help an organization increase its competitive edge by:

- A. Assessing the value of training programs
- B. Locating a more diverse candidate pool
- **C. Promoting the importance of intangible assets**

Answer: C

Explanation:
Intangible assets like culture, leadership, brand, and intellectual capital are often overlooked but are central to differentiation and long-term success.
SPHR professionals contribute by "elevating the visibility and valuation of organizational culture, innovation capacity, and leadership pipeline" as strategic assets.

NEW QUESTION # 126

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