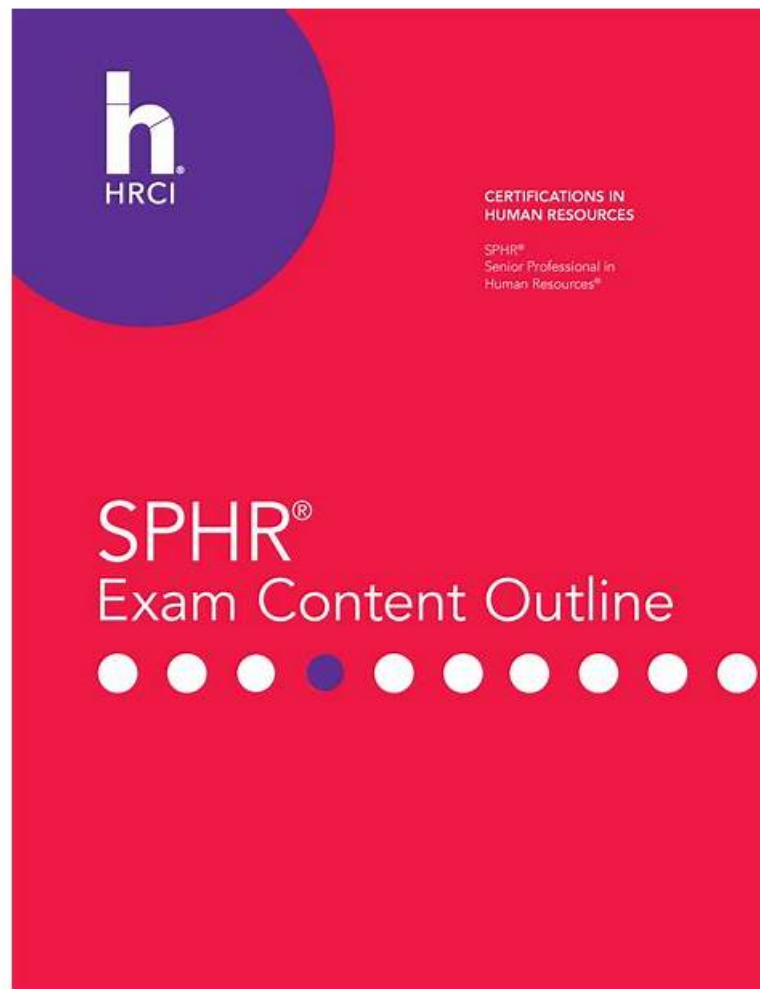


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>> SPHR Exam Outline <<

## 2026 SPHR: The Professional in Human Resources (SPHR) Updated Exam Outline

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## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q266-Q271):**

### **NEW QUESTION # 266**

If an employee files a complaint with OSHA, under which of the following would they be protected?

- A. Emergency action
- B. General-duty clause
- **C. Whistle-blower protection**
- D. Physical environmental hazard

**Answer: C**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option A is correct.

Whistleblower standards protect an employee's right to file a complaint to OSHA about a workplace safety or health hazard. It is considered a basic employee right granted under the OSH act in 1970. Emergency action (D) is a type of plan required by OSHA, and the general duty clause (B) states that employers have a general duty to provide a safe and healthy workplace for employees.

Chapter: Risk Management

Objective: Review Questions

### **NEW QUESTION # 267**

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts used the terminology "work now, grieve later" to describe the urgency of performing work?

- **A. Railway Labor Act**
- B. National Labor Relations Act
- C. Clayton Act
- D. National Industrial Recovery Act

**Answer: A**

Explanation:

Explanation/Reference:

Answer option A is correct.

The Railway Labor Act was a critical win for the management, in that it helped keep trains, and later airlines, from striking - to disrupt travel of citizens. The act was created to keep the trains moving - with a few exceptions, such as safety.

Answer option D is incorrect. The Clayton Act clarified language in the Sherman Antitrust Act, and deemed labor unions and agricultural unions exempt from the Sherman Antitrust Act.

Answer option B is incorrect. The National Industrial Recovery Act guaranteed laborers the right to organize and bargain collectively.

Answer option C is incorrect. The National Labor Relations Act, also known as the Wagner Act, guaranteed the right to self-organization, to form, join, or assist labor organization, to bargain collectively through representatives of their own choice.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-

586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Labor Relations

### NEW QUESTION # 268

You are leading a brief presentation for your company about the ERISA program your company participates in. What is ERISA used for?

- A. It allows private organizations to create investments for workers in profit-sharing plans
- B. It protects the workers of employee compensation plans
- C. It protects private organizations that have profit sharing plans for employee compensation
- **D. It protects the interests of those who participate in employee benefit plans**

**Answer: D**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option B is correct.

ERISA is the Employee Retirement Income Security Act established in 1974. It protects the interests of those who participate in employee benefit plans. The plan established minimum participation and vesting standards for retirement plans.

Answer options D, A, and C are incorrect. These are not good definitions of the Employee Retirement Income Security Act.

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: Compensation and Benefits

Objective: Benefits

### NEW QUESTION # 269

Before selecting an HRIS system, which of the following questions should be answered?

- **A. All of the above.**
- B. What information will be converted to the HRIS?
- C. How will the HRIS be accessed?
- D. Who will have access to the information stored in the HRIS?

**Answer: A**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option A is correct.

A needs analysis will provide answers to these questions, as well as whether the HRIS will be integrated with payroll or other systems and what kinds of reports will be produced. See Chapters 2 and 3 for more information.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Human Resource Technology

### NEW QUESTION # 270

Which of the following Acts encourages the states to take the lead in developing and enforcing safety and health programs for businesses within their jurisdictions?

- A. Sarbanes-Oxley Act
- B. Mine Safety and Health Act
- C. Drug-Free Workplace Act
- **D. Occupational Safety and Health Act**

**Answer: D**

Explanation:

Explanation/Reference:

Answer option D is correct.

Chapter: Risk Management

Objective: Risk Assessment

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