

# Examcollection SPHR Questions Answers, SPHR Reliable Exam Testking

## SPHR EXAM QUESTIONS WITH CORRECT ANSWERS

This process looks to eliminate individual units to reduce or eliminate redundancy or bureaucratic processes - ANSWER-Corporate restructuring

What term is also known as downsizing or rightsizing? - ANSWER-Workforce reduction

Describes two or more units consolidating? - ANSWER-Mergers and acquisitions

What is the best definition of an HR audit in regard to risk management? - ANSWER-Identify the HR areas that may be out of compliance with legal requirements

What are three examples of administrative law? - ANSWER-\*Agency rules and regulations  
\*Executive orders  
\*Agency orders

This is a statement of behaviors that the organization expects from its employees - ANSWER-Code of conduct

Who is responsible for choosing the board of directors for a company? - ANSWER-Shareholders

What are the four areas (legs) of a Balanced Scorecard? - ANSWER-Learning and growth  
Business processes  
Customers  
Finance

"Protected veterans" are veterans who fall into one or more of the following categories: - ANSWER-\*Disabled veterans: Those who are "entitled to compensation...under laws administered by the Secretary of Veterans Affairs" or "Those who were released from active duty because of a service-connected disability  
\*Recently separated veterans  
\*Active duty wartime or campaign veterans  
\*Campaign badge veterans  
\*Armed Forces service medal veterans.

Which employers have obligations under the new VEVRAA Final Rules? - ANSWER-Enforced by the Office of Federal Contract Compliance Programs (OFCCP), the new VEVRAA Final Rules impact employers who have federal contracts or subcontracts of \$100,000 or more.

EEO-1 reports are required by organizations employing 120+ people in the United States. What is the annual filing deadline? - ANSWER-September 30th of each year

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## Concluding Thoughts

From guaranteed professional growth to career flexibility and competitive salaries, there are countless reasons a career in HR management can be rewarding. As a Senior Professional in Human Resources, you will be demonstrating your knowledge of the strategies & policies of HR management and a desire to become a big picture thinker who is completely trusted by their organization. Candidates who attain this certificate not only portray a solid knowledge of the popular HR disciplines, they are also accountable for the company's HR management goals. This puts them at the peak of the organization's career ladder in the long run because they are entrusted with just about everything there's to know in this niche. So, get out of your comfort zone today, prepare for the HRCI SPHR Exam using the above-mentioned resources and become a pro in your field. We are certain you can do it.

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### HRCI The Professional in Human Resources (SPHR) Sample Questions (Q52-Q57):

#### NEW QUESTION # 52

A code of conduct is primarily used by companies that wish to do which of the following?

- A. Discourage violations of company policy
- B. Provide equal opportunity for all employees
- C. Establish the framework for a discipline system
- **D. Work toward preventing disciplinary action through clearly communicated behavior standards**

**Answer: D**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

A code of conduct is one tool used by employers to clearly communicate company expectations. With regular feedback, employees are given the opportunity to succeed in their jobs based on organizational needs. A code of conduct is not the foundation of a system (D), nor does it focus on providing EEO in employment (B) or discourage violations of company policy (C). See Chapter 7 for more information.

Chapter: Employee and Labor Relations

Objective: Employee Relations

#### NEW QUESTION # 53

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

**Answer: A**

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 # 54

Computer-based training, web-based training, and virtual learning are all examples of what?

- A. Electronic learning
- B. Self-directed learning
- C. Mobile learning
- D. Asynchronous training

**Answer: A**

Explanation:

Answer option D is correct. Electronic or e-learning encompasses many forms of synchronous and asynchronous training (C). Mobile and self-directed learning (B and A) are two examples of e-learning principles. E-learning is discussed in more detail in Chapter

5. Chapter: Core Knowledge Requirements for HR Professionals Objective: Review Questions

### NEW QUESTION # 55

The most significant benefit of measuring the results of a training program is knowing:

- A. That the participant was satisfied with the training
- B. How the training changed the participant's behavior
- C. How the training affected organizational performance
- D. That the participant actually learned a new skill

**Answer: C**

Explanation:

The ultimate goal of training is to impact business outcomes - such as improved productivity, reduced errors, or increased customer satisfaction. Learning and behavior changes matter, but organizational performance is the true ROI.

Extract from HRCI-aligned HR knowledge (Learning and Development):

SPHR candidates must link LandD to strategy: "Training effectiveness should be evaluated based on its measurable impact on key performance metrics." This aligns with Kirkpatrick Level 4 evaluation (Results), the highest standard of learning impact.

### NEW QUESTION # 56

Which of the following fluctuations will result in a lower gross margin? (Select TWO options)

- A. Decreased revenue
- B. Decreased operating expenses
- C. Decreased liabilities
- D. Increased gross profit
- E. Increased cost of goods sold

**Answer: A,E**

Explanation:

Gross margin = (Revenue - Cost of Goods Sold) ÷ Revenue

\* Higher COGS and lower revenue both reduce the margin.

\* Operating expenses and liabilities impact net profit, not gross margin directly.

SPHR financial literacy requires knowledge of "how operational changes affect key financial ratios used in strategic planning and compensation modeling".

### NEW QUESTION # 57

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The The Professional in Human Resources (SPHR) (SPHR) certification exam is one of the top-rated career advancement certification exams. The The Professional in Human Resources (SPHR) (SPHR) certification exam can play a significant role in career success. With the The Professional in Human Resources (SPHR) (SPHR) certification you can gain several benefits such as validation of skills, career advancement, competitive advantage, continuing education, and global recognition of your skills and

