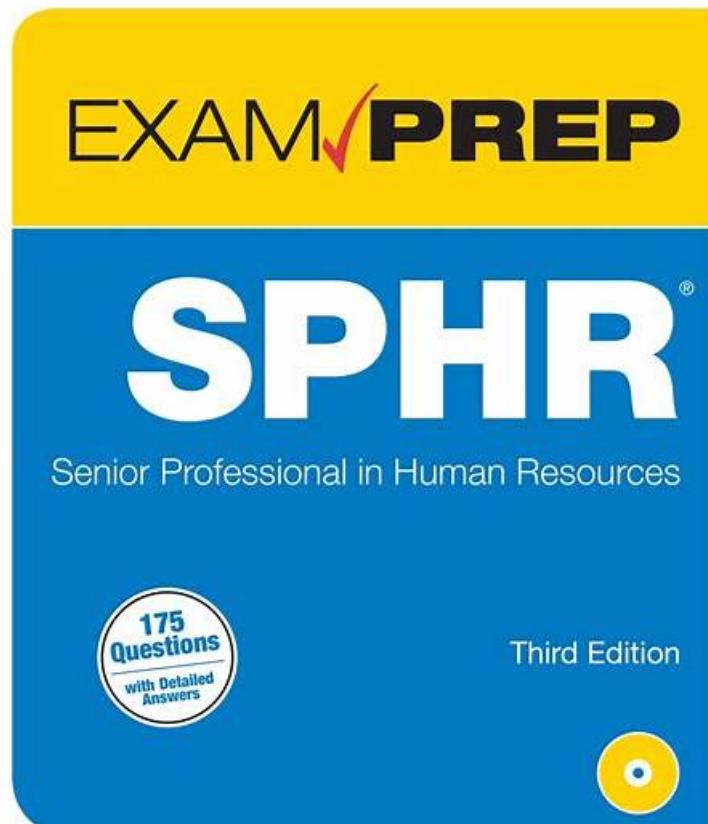


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## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q76-Q81):**

### **NEW QUESTION # 76**

When a reduction in force occurs, the ADEA allows that protected employees may waive their rights under some circumstances. For the waiver to be valid, the protected employee must be allowed how long to review and consider the agreement?

- A. 7 days
- B. 21 days
- **C. 45 days**
- D. 180 days

#### **Answer: C**

Explanation:

Explanation/Reference:

Answer option B is correct.

ADEA waivers are valid during a reduction in force only if the employee has 45 days to consider the agreement. Once employees sign a RIF-related waiver, the ADEA requires that they have 7 days (D) to revoke it. Terminations that are not part of a RIF require only 21 days (A) for consideration. An employee has 180 days (C) to file a charge with the EEOC in states that do not have their own EEO enforcement agency.

Chapter: Workforce Planning and Employment

Objective: Review Questions

### **NEW QUESTION # 77**

You are an HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which EEO Report is a survey, collected every other year on even calendar years?

- A. EEO-5 Report
- B. EEO-1 Report
- **C. EEO-3 Report**
- D. EEO-4 Report

#### **Answer: C**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option D is correct.

The EEO-3 Report, formally known as the Local Union Report, is collected on even years.

Answer option C is incorrect. The EEO-1 Report is collected yearly for firms with 100 or more employees. It reports the race, ethnicity, and gender and job distribution of the organization.

Answer option A is incorrect. The EEO-4 Report, formally known as the state and local government report, is collected on odd years.

Answer option B is incorrect. This report, formally known as the Elementary-Secondary Staff Information Report, is collected by the EEOC, the Office for Civil Rights, and the national Center for Education Statistics of the Department of Education. It is collected in even numbers for school districts with 100 or more employees.

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 # 78**

Your organization has decided to close one of the manufacturing plants, where it employs 250 employees. The closing is not a reflection of the employee's performance, but due to poor sales of the equipment the plant produces. What is the employer required to do for the employees in light of the plant closing?

- A. Offer the employees a transfer to other plants that will remain open.
- **B. Offer a written notice of the plant closing at least 60 days prior to the closing date.**
- C. Offer the employees an opportunity to resign from their position with two week severance pay.
- D. Offer the employees a final performance assessment.

**Answer: B**

Explanation:

Explanation/Reference:

Answer option B is correct.

The only requirement the organization must fulfill is to offer, in writing, a notice of the plant closing at least 60 days prior to the closing event.

Answer option A is incorrect. The organization is not required to offer job transfers.

Answer option D is incorrect. The organization is not required to offer severance packages, though many organizations may.

Answer option C is incorrect. The organization is not required to offer a final performance assessment for the employees.

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: Organization Exit/Off-Boarding Processes

**NEW QUESTION # 79**

The Federal Insurance Contributions Act requires employers to do which of the following?

- A. Contribute to a deferred-compensation plan
- B. Provide health insurance for all employees
- **C. Withhold Social Security tax from pay**
- D. Contribute to a defined-benefit plan

**Answer: C**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option D is correct.

FICA requires employers to pay Social Security and Medicare for employees and to withhold an equal amount from employee paychecks. There is no federal law requiring employers to provide pension plans (B) and (C).

No federal law requires employers to provide health insurance (A).

Chapter: Compensation and Benefits

Objective: Review Questions

**NEW QUESTION # 80**

The balanced scorecard approach to measuring an organization's performance:

- **A. Links the organization's strategy to its actions**
- B. Clarifies an organization's vision and mission
- C. Is reviewed on an annual basis
- D. Assesses organizational challenges

**Answer: A**

Explanation:

The Balanced Scorecard translates vision into strategy by aligning objectives, metrics, and initiatives across four areas: financial, customer, internal process, and learning and growth. It connects strategic planning to day-to-day activities.

Extract from HRCI-aligned HR knowledge (Leadership and Strategy):

SPHR professionals use tools like the Balanced Scorecard to "align HR and business metrics to strategic outcomes." This approach reinforces organizational focus and strategic accountability.

## NEW QUESTION # 81

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