

# Free Valid HRCI SPHR Questions Updates and Free Demos

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## HRCI SPHR Practice Questions with Verified Solutions Latest 2025

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership
- D. Authoritarian leadership - Correct Ans-B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment
- D. None, because it's consensual - Correct Ans-C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

The international gas utility company for which you direct HR does not have an organized health and safety program for its workers. What should be your first step?

- A. Focus on becoming compliant with international, federal, state, and local safety standards.
  - B. Identify the employees who are most at risk and begin safety efforts with them.
  - C. Obtain approval for a company-wide incentive program based on zero accidents or injuries.
  - D. Meet with the workers' compensation brokers to assess the costs of lack of a safety program.
- See the answer - Correct Ans-B. In this high-risk industry, it would be prudent for human resources to begin building a safety program for those workers who are most at risk. This effort may include data collection, incentives, and compliance efforts as part of the overall intervention strategy.

The food distribution center for which you work has seen an increase in the number of loading-dock workers reporting ankle injuries. What strategy would be most effective to reduce or eliminate the risk?

- A. Require employees to wear high-top steel-toed work boots.
- B. Review the injury records for patterns of unsafe behaviors.
- C. Conduct a root-cause analysis with a committee made up of dock workers.
- D. Ask the occupational clinic to come in and provide safety training. - Correct Ans-C. Any time there is an increase in injuries and accidents, HR should take the time to

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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q251-Q256):

### NEW QUESTION # 251

An organization requires that all new managers must complete the first six months of their assignment traveling to different geographical locales. Female employees feel that this requirement restricts them from management positions because they have family obligations that would prevent them from traveling. The requirement to travel for six months is likely an example of what type of discrimination in this instance?

- A. Sexual harassment
- B. Disparate treatment
- C. Disparate impact
- D. Political requirement

**Answer: C**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option A is correct.

The requirement to travel could be an example of disparate impact, as the requirements could screen out or prevent females with family obligations from traveling.

Answer option D is incorrect. Disparate treatment occurs when a member of a protected class is intentionally treated differently than other employees.

Answer option C is incorrect. This isn't an example of sexual harassment, as there is not a sexual advance being discussed in the question.

Answer option B is incorrect. This is a distracter for the question, and it is not a valid answer or term for the SHRP.

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: Workforce Planning and Employment

Objective: Federal Employment Legislation

### NEW QUESTION # 252

As an HR Professional, you must sometimes terminate employees from your organization. When an employee is terminated, there must be a just cause or a good cause for the termination. Which one of the following is not a valid just cause for the employee's termination?

- A. Whether the rule has been applied consistently
- B. Whether the employee was warned in advance
- C. Whether the employee is a member of a protected class
- D. Whether reasonable "proof" of the violation existed, or was obtained through investigation

**Answer: C**

Explanation:

Explanation/Reference:

Answer option D is correct.

The membership of a protected class should have no bearing on a good cause for termination.

Answer options B, A, and C are incorrect. These are examples of just cause of termination.

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: Employee Relations

### NEW QUESTION # 253

As a Senior HR Professional you should be familiar with employment laws and their effect on your company. What did the lawsuit Payne v. The Western & Atlantic Railroad Company establish?

- A. Employment at will
- B. Employers could be liable for sexual harassment of its employees
- C. Employers could be liable for the actions of its employees
- D. A company couldn't coerce an employee to commit a crime to retain employment

**Answer: A**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option A is correct.

The lawsuit Payne v. The Western & Atlantic Railroad Company in 1884 established the principle of employment at will.

Answer option B is incorrect. Employers can be found liable for sexual harassment of its employees. This is an example of respondeat superior.

Answer option C is incorrect. Employers can be found liable for the actions of its employees. This is an example of respondeat superior.

Answer option D is incorrect. Companies cannot coerce employees to commit a crime. This is the outcome of the Petermann v. International Brotherhood of Teamsters.

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: Federal Employment Legislation

### NEW QUESTION # 254

John is a nonexempt employee in your company and he works Monday through Friday, 8AM to 5 PM. He will be flying from Chicago to Nashville on Sunday afternoon to represent your company in a trade show on Monday. The flight from Chicago leaves at 4PM and will arrive in Nashville at 6PM. How many hours of compensation is John eligible for because of the Sunday flight according to the Fair Labor Standards Act?

- A. 0
- B. Zero
- C. 1
- D. 2

**Answer: C**

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

### NEW QUESTION # 255

As an SPHR you know that it's important for the management to show recognition for employees that have gone above and beyond what's expected of them. For rewards and recognition to be useful, the employees must be interested in the recognition. What other factor must be true?

- A. The recognition must be public.
- B. The recognition must be genuine.
- C. The recognition must be monetary.
- D. The recognition must be swift.

**Answer: B**

Explanation:

Explanation/Reference:

Answer option A is correct.

Rewards and recognitions systems underscore and promote performance for employees. However, for recognition to be effective it must be genuine when it is expressed.

Answer option D is incorrect. Recognition for work does not need to be public, though public recognition is sometimes effective.

Answer option C is incorrect. Not all recognitions must be monetary. While monetary recognition is nice, it may not always be feasible or appropriate.

Answer option B is incorrect. Recognition for good work should swiftly follow the work, but this answer is not as important as the recognition being genuine.

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

Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Organizations

**NEW QUESTION # 256**

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