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The SPHR certification exam covers a wide range of HR topics, including business management, talent planning and acquisition, learning and development, total rewards, employee relations, and risk management. SPHR exam is designed to test an individual's knowledge and skills in these areas and to ensure that they are able to apply them in real-world situations.

The SPHR Certification Exam covers a range of topics related to human resources, including business management and strategy, workforce planning and employment, employee and labor relations, and compensation and benefits. SPHR exam is designed for HR professionals who have at least four years of experience in a professional-level HR position, and it is intended to demonstrate their mastery of the strategic and policy-making aspects of the field. The SPHR certification is highly valued by employers, and it is often required or preferred for senior-level HR positions.

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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q133-Q138):

**NEW QUESTION # 133**

Which of the following Acts was the first federal legislation to regulate minimum wages?

- A. Fair Labor Standards Act
- **B. Davis Bacon Act**
- C. Walsh Healy Public Contracts Act
- D. Service Contract Act

**Answer: B**

Explanation:

Answer option C is correct.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Employee Records Management

#### **NEW QUESTION # 134**

Herb is the HR Professional for his organization. He is preparing to hire a new employee, Hans, to the firm. Herb has asked Hans to agree, in writing, to mandatory arbitration as part of the employment offer. What does this agreement mean?

- A. It means that Hans cannot work for competitors without the written permission of the employer.
- **B. It means that Hans and the organization must settle all disputes, if any arise, through a neutral third party rather than through a lawsuit.**
- C. It means that Hans must file all legal complaints with the organization's attorney, before filing a lawsuit against the organization.
- D. It means that Herb's firm can research Hans to determine if he's had any lawsuits.

**Answer: B**

Explanation:

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: Dispute Resolution

#### **NEW QUESTION # 135**

Which of the following includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation?

- A. Intrinsic reward
- B. Non-monetary compensation
- C. Extrinsic reward
- **D. Monetary compensation**

**Answer: D**

Explanation:

Answer option D is correct. Chapter: Compensation and Benefits Objective: Total Rewards Defined

#### **NEW QUESTION # 136**

Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Fair Labor Standards Act (FLSA)
- B. Employee Retirement Income Security Act (ERISA)
- C. Occupational Safety and Health Administration (OSHA)
- **D. Federal Insurance Contributions Act (FICA)**

**Answer: D**

Explanation:

Explanation/Reference:

Answer option B is correct.

Federal Insurance Contributions Act (FICA) requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks.

Answer option D is incorrect. OSHA stands for Occupational Safety and Health Administration. OSHA is an agency of the United States Department of Labor. It was created by Congress of the United States under the Occupational Safety and Health Act, signed by President Richard M Nixon, on December 29, 1970. Its mission is to prevent work-related injuries, illnesses, and occupational fatality by issuing and enforcing standards for workplace safety and health. The agency is headed by a Deputy Assistant Secretary of Labor. OSHA issues guidelines and regulations for the safe use of a computer.

Answer option C is incorrect. The Fair Labor Standards Act (FLSA) of 1938 established the minimum wage requirement, laws for protecting American children against labor exploitation, and Criteria for exempt and nonexempt employees.

Answer option A is incorrect. Employee Retirement Income Security Act (ERISA) is an American federal statute that establishes minimum standards for pension plans in private industry and provides for extensive rules on the federal income tax effects of transactions associated with employee benefit plans.

Reference: "[http://en.wikipedia.org/wiki/Federal\\_Insurance\\_Contributions\\_Act\\_tax](http://en.wikipedia.org/wiki/Federal_Insurance_Contributions_Act_tax)" Chapter: Compensation and Benefits

Objective: Benefits

### NEW QUESTION # 137

Which of the following is not a benefit of hiring a multigenerational workforce?

- A. A multigenerational workforce increases the availability of different perspectives for use in management decision-making.
- B. A multigenerational workforce is a reflection of the population, considering the large number of baby boomers who are reaching retirement age.
- C. Recruiting for a multigenerational workforce increase the applicant pool from which to choose employees.
- **D. A multigenerational workforce increases an organization's productivity.**

**Answer: D**

Explanation:

Section: Volume E

Explanation/Reference:

Answer option C is correct.

A multigenerational workforce is one example of the diversity represented in the workplace today. Bringing in new points of view for strategic decision making and needs identification (D), the ability to access the knowledge of a broad range of workers (A), and reflecting the ever-changing face of the customers (B) are three of the benefits of having an older workforce. A multi-generational workforce does not directly impact organizational productivity.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Review Questions

### NEW QUESTION # 138

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