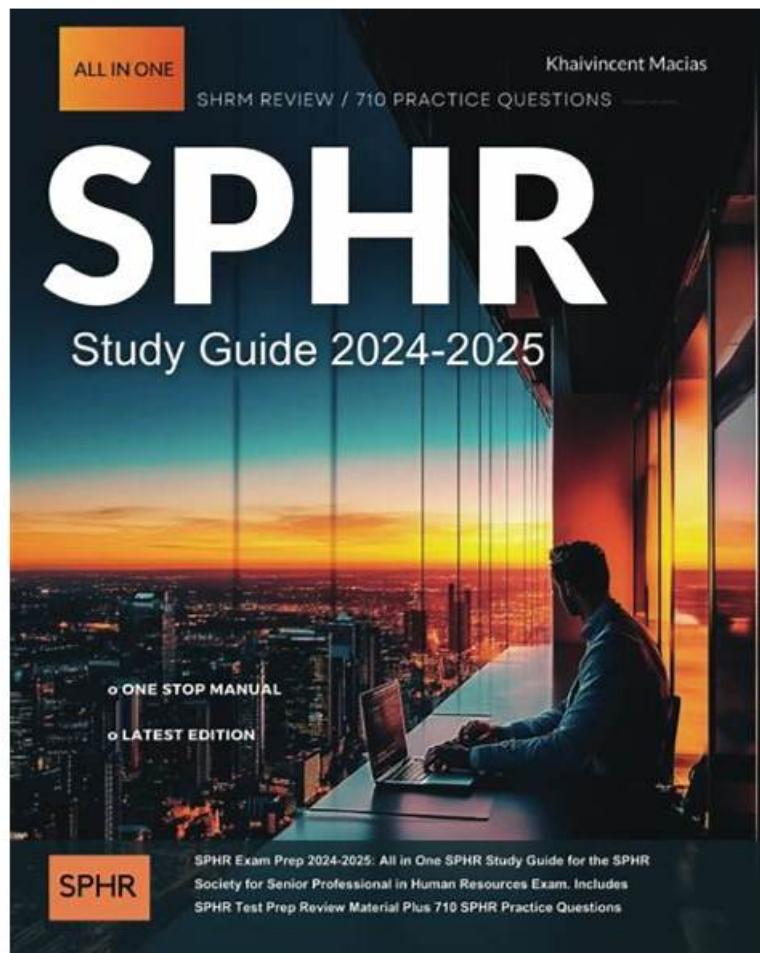


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## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q145-Q150):**

### NEW QUESTION # 145

During a unionizing campaign, management may do which of the following in response to union allegations?

- A. Encourage nonunion employees to talk about the reasons they don't want the union.
- B. Ask employees what the union is saying about the company.
- **C. Point out the consequences of unionization based on past facts.**
- D. Tell employees that the company will have to move the jobs to another country if the union is elected.

**Answer: C**

Explanation:

Answer option B is correct. The company may make truthful statements about a unionized environment during an organizing campaign, such as pointing out that employees will have to pay dues to the union. Although nonunion employees are free to talk about their reasons for not wanting a union (C), it is an unfair labor practice for the employer to encourage them to do so. Telling employees that the company will have to move the jobs to another country if the union is elected (D) is also a ULP, because it constitutes a threat. Employers may not threaten, interrogate, promise, or spy on (TIPS) employees during an organizing campaign (A). Chapter: Employee and Labor Relations Objective: Review Questions

### NEW QUESTION # 146

Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Fair Labor Standards Act of 1958
- B. ADEA of 1967
- **C. Title VII of the Civil Rights Act of 1964**
- D. ADA and Rehabilitation Act of 2008

**Answer: C**

Explanation:

Explanation/Reference:

Answer option B is correct.

Title VII of the Civil Rights Act of 1964 prohibits discrimination based on race, color, religion, sex, or national origin.

Answer option C is incorrect. The Fair Labor Standards Act of 1958, also known as the Equal Pay Act, prohibits sex-based wage discrimination.

Answer option D is incorrect. ADEA of 1967 prohibits discrimination in employment on the basis of age (40 years or older).

Answer option A is incorrect. Americans with Disabilities Act (ADA) and Rehabilitation Act of 2008 make important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of EEOC's ADA regulations.

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 # 147

An Affirmative Action Plan must be completed by employers that meet which criteria?

- **A. Government contractors with 50 or more employees and contracts of \$50,000 or more each year**
- B. Government contractors with contracts of \$2,500 or more in a 12-month period
- C. Private employers with 25 or more employees
- D. Government contractors and subcontractors with contracts of \$10,000 or more in a 12month period

**Answer: A**

Explanation:

Answer option B is correct. Government contractors with 50 or more employees and contracts of \$50,000 or more each year must complete Affirmative Action Plans. (C) was the original compliance requirement for Title VII and was changed to 15 employees by the EEOA of 1972. The criteria in (D) apply to employers that must comply with the Rehabilitation Act and federal contractors that must take affirmative action for all terms and conditions of employment based on executive orders. (A) is not a compliance

requirement. Chapter: Workforce Planning and Employment Objective: Review Questions

#### NEW QUESTION # 148

A \_\_\_\_\_ learning curve begins slowly, with smaller learning increments, but increases in pace and with larger increments as learning continues.

- A. Plateau
- B. Negatively accelerating
- C. S-shaped
- D. Positively accelerating

**Answer: D**

Explanation:

Answer option D is correct. The positively accelerating learning curve begins with smaller increments but increases in pace and size as learning continues. The negatively accelerating curve (A) begins with larger increments that decrease as learning continues. The S-shaped learning curve (B) is a combination of the positively and negatively accelerating learning curves, whereas a plateau (C) occurs when no learning seems to take place. Chapter: Human Resource Development Objective: Review Questions

#### NEW QUESTION # 149

A \_\_\_\_\_ measures more than one variable against others.

- A. Ratio
- B. Simulation model
- C. Simple linear regression
- D. Multiple linear regression

**Answer: D**

Explanation:

Explanation/Reference:

Answer option A is correct.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Qualitative and Quantitative Analysis

#### NEW QUESTION # 150

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