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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q167-Q172):

NEW QUESTION # 167

You are the HR Professional for the HJN Company and you've been tasked with addressing stress in the workplace. You reference the NIOSH book "Stress at Work" to learn there are six primary categories of stress in the workplace. Which category of stress is best described as lack of family-friendly policies?

- A. Management style
- B. Career concerns
- C. Task design

- D. Work roles

Answer: A

Explanation:

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 168

A manager always requires a female member of the project team to take the meeting minutes. This is an example of what type of discrimination?

- A. Disparate impact
- B. Sexual harassment
- C. Disparate treatment
- D. Adverse impact

Answer: C

Explanation:

Section: Volume A

Explanation/Reference:

Answer option B is correct.

This is an example of disparate treatment, as the manager always asks a female member of the project team to take the meeting minutes. The manager should rotate the assignment among men and women rather than consistently asking females to record the meeting minutes.

Answer option A is incorrect. This isn't an example of disparate impact, as there's no evident of a neutral policy that females must keep the meeting minutes.

Answer option C is incorrect. This isn't sexual harassment, as the manager is not making sexual advances in the scenario.

Answer option D is incorrect. Adverse impact is synonymous with disparate treatment.

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: Human Resource Development

Objective: Unique Employee Needs

NEW QUESTION # 169

To assess the effectiveness of the HR transformation, the Vice President must measure the:

- A. level of employee satisfaction with HR.
- B. managers' perceptions of the department.
- C. effectiveness of HR's systems.
- D. value the department adds to the organization.

Answer: D

Explanation:

To assess the effectiveness of transforming HR into a strategic business partner, the Vice President must measure the value the department adds to the organization (D). At the SPHR level, effectiveness is defined by business impact, not activity volume or satisfaction alone.

Traditional HR metrics-such as service volume, cost efficiency, or satisfaction-reflect operational performance. However, a strategic HR function is evaluated based on its contribution to organizational outcomes, such as improved talent capability, reduced risk, higher productivity, leadership readiness, and support of strategic initiatives.

Employee satisfaction (A) and manager perceptions (D) are useful indicators but are subjective and insufficient on their own. System effectiveness (C) measures efficiency, not strategic value.

SPHR exam content consistently emphasizes that HR's credibility and strategic role are demonstrated through measurable

contributions to organizational performance and results.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (HR metrics; value creation).

* HRCI SPHR Study Guide - Measuring HR's strategic impact.

NEW QUESTION # 170

Which of the following business structure is owned by two or more people who share final authority for all business decisions?

- A. Corporation
- B. Sole proprietorship
- C. Partnership
- D. Limited liability company (LLC)

Answer: C

Explanation:

Explanation/Reference:

Answer option A is correct.

Chapter: Business Management and Strategy

Objective: Organizations

NEW QUESTION # 171

A company that wants to reduce the cost of its unemployment insurance should do which of the following?

Each correct answer represents a complete solution. Choose all that apply.

- A. Terminate employees who violate company policy
- B. Aggressively fight unjustified claims for unemployment
- C. Enhance national productivity and competitive ability
- D. Establish an effective performance-management program

Answer: A,B,D

Explanation:

Explanation/Reference:

Answer options C, B, and A are correct.

C and B are both obviously correct. Although A may seem counterintuitive to some because many employers are hesitant to terminate employees for policy violations, those terminated for cause generally aren't eligible for unemployment insurance. Because retaining an employee who is not contributing to the organization is a poor business decision, maintaining adequate records to demonstrate the reasons for termination provides the tools to fight claims that are unjustified.

Chapter: Compensation and Benefits

Objective: Review Questions

NEW QUESTION # 172

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