

Exam SPHR Passing Score, SPHR Valid Braindumps Questions

SPHR & SPHRi	
Weighted exam scoring	✓
Virtual Testing	✓
In-person Testing	✓
Non-scoring test questions	✓
Survey questions as part of the exam	✓
Body of applied knowledge	✓
Exam length is 2 1/4 hours	
Exam length is 2 1/2 hours	
Exam length is 3 hours	✓
90 exams questions	
115 exams questions	
125 exams questions	
140 exams questions	✓
Continuing education required to maintain certification	✓

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q258-Q263):

NEW QUESTION # 258

As an HR Professional you must be familiar with several acts of congress, laws, and regulations that address risks in the workplace. Which of the following laws was the first to establish consistent safety standards for workers?

- A. Homeland Security Act
- B. Mine Safety and Health Act
- C. USA Patriot Act
- **D. Occupational Safety and Health Act**

Answer: D

Explanation:

Reference: PHR Exam prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter 8: Risk Management. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 259

Which of the following decisions results in a workforce reduction or transfer of employees to other jobs?

- A. Workforce expansion
- B. Merger
- C. Acquisitions
- **D. Outsourcing**

Answer: D

Explanation:

Section: Volume F

Explanation/Reference:

Answer option A is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 260

Which of the following are the most likely reasons an organization would introduce gainsharing following a merger? (Select TWO options.)

- **A. Link organizational and employee goals**
- B. Decrease the need for training
- C. Address discrepancies in pay practices

- D. Increase organizational productivity
- E. Align pay with individual performance

Answer: A,D

Explanation:

Organizations commonly introduce gainsharing following a merger to increase organizational productivity (B) and link organizational and employee goals (E). At the SPHR level, gainsharing is recognized as a group-based incentive plan designed to improve performance by rewarding employees for collective improvements in efficiency, quality, or cost control.

Following a merger, organizations often face integration challenges such as inconsistent processes, cultural differences, and misaligned incentives. Gainsharing encourages collaboration across legacy groups by focusing employees on shared operational goals rather than individual performance. By tying rewards to measurable improvements in organizational outcomes, gainsharing reinforces teamwork and collective accountability.

Increasing productivity is a primary driver because gainsharing incentivizes employees to identify efficiencies, reduce waste, and improve processes during a period of change. Linking organizational and employee goals helps unify the workforce around common success measures, which is especially critical after a merger.

Aligning pay with individual performance (C) is characteristic of merit or incentive pay, not gainsharing.

Addressing pay discrepancies (D) is typically handled through job evaluation or market adjustments.

Reducing training needs (A) is not a direct objective of gainsharing.

SPHR exam content emphasizes that gainsharing is most effective when organizations seek post-merger integration, productivity gains, and alignment of collective effort with business results.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Total Rewards (group-based incentive programs).

* HRCI SPHR Study Guide - Gainsharing design and application.

NEW QUESTION # 261

You are a HR Professional for your organization and your supervisor is asking you about the details of the Civil Rights Act of 1991, and what it means to your company. He wants to know what the total damages could be if an organization is found liable by a jury trial. What is the maximum amount that could be awarded to a victim of discrimination if the organization is found liable?

- A. \$500,000
- B. \$50,000
- C. \$300,000
- D. There is no limited amount as the jury can determine damages

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

The maximum amount that can be awarded is \$300,000. This amount, however, can be lowered based on the number of people involved in the discrimination lawsuit.

Answer options A, C, and D are incorrect. The maximum amount allowed by the Civil Rights Act of 1991, is \$300,000.

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 # 262

Shelly is a graphic designer in your company and she has been called to military duty. While she is on duty you learn that Shelly has been moonlighting graphic design for other companies. Because she has been moonlighting while on military leave from your employment, are you required to reinstate her upon her pending return from military duty?

- A. Yes, moonlighting is another form of employment, but you are required to reinstate her if her income from moonlighting is less than what she would have earned without the military duty.
- B. No, moonlighting is a breach of the Uniformed Services Employment and Reemployment Rights Act of 1994, as military personnel are to be on employment leave and not generate an income other than what their military duty

provides. The employer is therefore exempt from the reinstatement obligations.

- C. Yes, the Uniformed Services Employment and Reemployment Rights Act of 1994 allows military personnel to moonlight during off-duty hours.
- D. No, moonlighting constitutes other employment so the original employer is not obligated to reinstate her.

Answer: C

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

The Uniformed Services Employment and Reemployment Rights Act of 1994 does allow military personnel to moonlight during off-duty hours without affecting their reinstatement rights.

Uniformed Services Employment and Reemployment Rights Act (USERRA) protects the rights of reservists called to active duty in the armed forces. The Act provides reemployment and benefits rights and is administered through the Veterans Employment and Training Service (VETS) of the Department of Labor.

USERRA applies to all public and private employers in the United States, including the federal government.

Answer options B, C, and D are incorrect. These are not valid statements about the Uniformed Services Employment and Reemployment Rights Act of 1994.

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 # 263

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