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PHR/SPHR Professional in Human Resources Certification Bundle, Second Edition

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q227-Q232):

NEW QUESTION # 227

A union philosophy statement may have all of the following except which?

- A. A statement of the company's desire to remain union free
- B. A description of what a union cannot do for the employees
- C. A promise of extended benefits if the company remains union free
- D. Factual statements about the disadvantages of unions in the labor/management relationship

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

A company cannot threaten employees or make promises to them contingent on the workforce remaining union free. A philosophy statement should be geared toward communicating the company's desire to work directly with the employees in discussions about working conditions or benefits. If a union does attempt to organize, it is important for the employer to work directly with outside counsel to determine the strategic benefits of discussing the desire to remain union free and the disadvantages/limitations of unions as employee representatives.

Chapter: Employee and Labor Relations

Objective: Review Questions

NEW QUESTION # 228

Which of the following types of training evaluation measures whether the training had a positive impact on the bottom line?

- A. Reaction
- B. Result
- C. Learning
- D. Behavior

Answer: B

Explanation:

Answer option D is correct. The result measures whether the training had a positive impact on the bottom line. Answer option A is incorrect. Reaction measures immediate feedback of the training. Answer option B is incorrect. Learning measures what was learned through testing. Answer option C is incorrect. Behavior measures job performance of six months or more after training. Chapter: Human Resource Development Objective: Talent Management

NEW QUESTION # 229

What type of restrictive covenant is primarily intended to protect an employer against an employee's misuse of company trade secrets and other confidential information?

- A. Non-disclosure agreement
- B. Statutory trademark
- C. Non-compete agreement
- D. Uniform Trade Secrets Act

Answer: A

Explanation:

A non-disclosure agreement (NDA) (A) is the restrictive covenant primarily intended to protect an employer from an employee's misuse of trade secrets and confidential information. At the SPHR level, understanding the purpose and appropriate use of restrictive covenants is essential to balancing organizational protection with employee rights.

NDA's contractually prohibit employees from disclosing or using confidential information—such as customer lists, proprietary

processes, financial data, or intellectual property-during and after employment. These agreements are widely enforceable when reasonable in scope and clearly defined.

Non-compete agreements (B) restrict post-employment competition but are broader, more restrictive, and subject to significant legal limitations. The Uniform Trade Secrets Act (C) is legislation, not a covenant.

Statutory trademarks (D) protect brand identity, not confidential employment information.

SPHR exam content stresses that NDAs are the primary and least restrictive means of protecting confidential information and are preferred over non-competes when trade secret protection is the objective.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Employee Relations and Engagement (employment agreements; confidentiality).

* HRCI SPHR Study Guide - Restrictive covenants and information protection.

NEW QUESTION # 230

A corporate manager regularly participates in discussion boards with a group of peers and one-on-one emails with a development specialist. He is mostlikely engaged in which of the following development activities?

- A. Virtual coaching
- B. Peer-to-peer coaching
- C. Leadership coaching
- D. Mentoring

Answer: A

Explanation:

Answer option D is correct. Virtual coaching is one method of leadership development. Used as part of overall coaching activities, it employs multiple sources of electronic media to reinforce management development. See Chapter 5 for more information. Mentoring (A), Peer to peer (B) and Leadership coaching (C) all primarily take place in a face-to-face setting. Chapter: Human Resource Development Objective: Talent Management

NEW QUESTION # 231

Richard, who works at the customer service counter in an auto-supply store, told his manager that because of chronic back pain, it is difficult for him stand for long periods and asked for an accommodation. The manager isn't sure, based on the essential job functions, how an accommodation can be provided. You advise the manager to begin the interactive process with the employee. What should the manager do to begin this process?

- A. Ask Richard whether he has any suggestions for an accommodation.
- B. Provide a stool for Richard to use at the counter.
- C. Ask Richard how his back was injured.
- D. Ask Richard to meet with HR to resolve the problem.

Answer: A

Explanation:

Answer option C is correct. To assess the reasonableness of a requested accommodation, employers should ask employees to describe their limitations, how those limitations affect their performance of essential job functions, and whether they have suggestions for an accommodation that would allow them to perform the functions. See Chapter 8 for more information. Chapter: Risk Management Objective: Risk Management

NEW QUESTION # 232

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