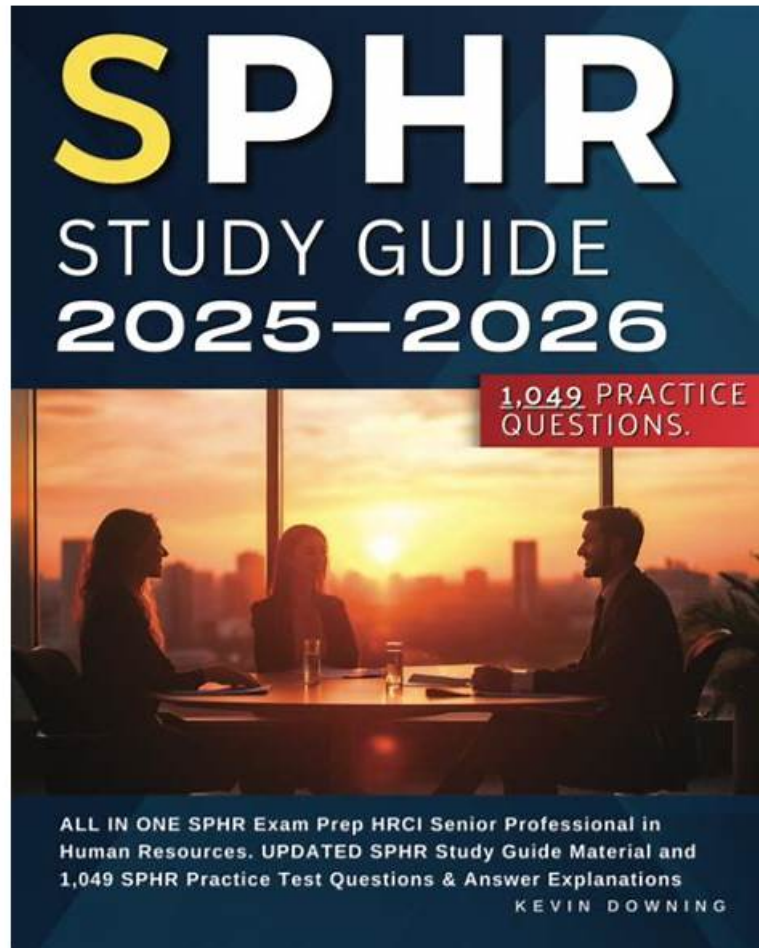


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q172-Q177):

NEW QUESTION # 172

When properly applied, the pay structure most compatible with the goals of a differentiation strategy is:

- A. Across-the-board increases
- **B. Merit-based pay**
- C. Lump-sum bonuses
- D. A piecework plan

Answer: B

Explanation:

A differentiation strategy focuses on innovation, quality, or service. Merit-based pay rewards high performers and supports customized recognition—aligning with innovation and specialized expertise.

Extract from HRCI-aligned HR knowledge (Total Rewards):

SPHR-level compensation strategy integrates with business models: "Differentiation requires talent-driven pay systems that reward unique contributions and value creation," such as merit and incentive structures.

NEW QUESTION # 173

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

- A. Davis-Bacon Act
- B. Portal-to-Portal Act
- C. Fair Labor Standards Act
- **D. Walsh-Healey Public Contracts Act**

Answer: D

Explanation:

Explanation/Reference:

Answer option C is correct.

The Walsh-Healey Public Contracts Act addressed contractors with the federal government that exceed \$10,000, to pay an established minimum wage to workers employed through the contract. This act was passed in 1936. This act also addressed, however, the requirements of sanitary working conditions for employees.

Answer option B is incorrect. In 1931 the Davis-Bacon Act was the first piece of legislation to actually establish a minimum wage. The act was, however, limited to the construction industry.

Answer option D is incorrect. The Fair Labor Standards Act was passed in 1938. It addressed minimum wage, overtime pay, child labor, and record keeping.

Answer option A is incorrect. The Portal-to-Portal Act of 1947 clarified the hours of working for the purpose of minimum wage and overtime pay.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 174

For which of the following positions does the compa-ratio reflect a lagging market rate?

- A. Position A
- **B. Position D**

- C. Position B
- D. Position C

Answer: B

Explanation:

While the original question lacks compa-ratio data, the concept of compa-ratio is central to answering correctly. A compa-ratio below 100% (e.g., 80%) indicates that an employee is paid below the market midpoint, which typically suggests a lagging pay rate unless justified by tenure or performance.

Extract from HRCI-aligned HR knowledge (Total Rewards domain):

SPHR-level professionals must understand compa-ratio as a benchmark of internal pay relative to market.

A compa-ratio = (Employee Pay / Market Midpoint). A compa-ratio significantly under 1.0 signals potential market misalignment or pay equity issues. HR uses this to correct compression, reward tenure, or structure increases.

NEW QUESTION # 175

What common law term best describes an employee's obligation to act with reasonable care and skill for the employer?

- A. Duty of loyalty
- B. Duty of obedience
- C. Duty of diligence
- D. Duty of honor

Answer: C

Explanation:

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. 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 # 176

The 16-year-old son of one of your friends is looking for a summer job and has been offered a job at a coal mine. Which of the following makes this illegal?

- A. Fair Labor Standards Acts
- B. Occupational Safety and Health Act
- C. Mine Safety and Health Act
- D. Hazard Communication

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

The FLSA defines a list of jobs not suitable for children between the ages of 16 and 18. OSHA regulates worker safety through standards related to mine safety and hazardous communication.

Chapter: Risk Management

NEW QUESTION # 177

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