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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q30-Q35):

### NEW QUESTION # 30

If an employee files a complaint with OSHA, under which of the following would they be protected?

- A. Emergency action
- **B. Whistle-blower protection**
- C. Physical environmental hazard
- D. General-duty clause

**Answer: B**

Explanation:

Answer option A is correct. Whistleblower standards protect an employee's right to file a complaint to OSHA about a workplace safety or health hazard. It is considered a basic employee right granted under the OSH act in 1970. Emergency action (D) is a type of plan required by OSHA, and the general duty clause (B) states that employers have a general duty to provide a safe and healthy workplace for employees. Chapter: Risk Management Objective: Review Questions

### NEW QUESTION # 31

As a Senior HR Professional, you must be aware of contracts, laws, and commitments made to employees.

Which of the following statements is an example of an express contract that could affect a person's employment?

- A. You'll have a job as long as we're in business.
- B. If you quit that position in our company, we'll give you this position here.
- C. Either party, the employer or employee, can terminate the employment relationship at will.
- D. You will do what I say when I say it.

**Answer: A**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option A is correct.

A verbal promise to continue employment under certain conditions is an example of an express contract. An express contract can negate employment at will.

Answer option C is incorrect. This statement is the definition of the employment at will relationship.

Answer option C is incorrect. This statement is an example of promissory estoppel - if the company doesn't follow through on the promise.

Answer option D is incorrect. This statement is likely an example of an employee who's going to experience constructive discharge. This happens when the employer makes the environment so hostile that the employee resigns.

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 # 32

Which of the following assets consist of buildings, manufacturing machines and equipment, vehicles, furniture, and office equipment?

- A. Financial assets
- B. Information assets
- C. Physical assets
- D. Human assets

**Answer: C**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option C is correct.

Chapter: Risk Management

Objective: Risk Management

### NEW QUESTION # 33

Professionals, craft workers, and laborers/helpers have what in common?

- A. They are all examples of types of labor unions.
- B. They are all classifications for defining exempt workers.
- C. They are all examples of protected-class individuals.
- D. They are all job categories on the EEO-1 report.

**Answer: D**

Explanation:

Answer option B is correct. The EEO-1 report requires employers to group jobs into job categories based on average skill level, knowledge, and responsibility. Exempt workers are defined by professional, executive, and administrative exemption criteria (C),

and these are not examples of the protected class groups under federal law (A). Chapter: Workforce Planning and Employment  
Objective: Review Questions

### NEW QUESTION # 34

You are the Senior HR Professional in your organization and you're working with Janet, a project manager, to discuss the scope of a new project. Janet and her project team have taken your project scope and segmented it into a visual decomposition of the project work. What has Janet created?

- A. Project network diagram
- B. Activity list
- C. Project Work Breakdown Structure
- D. Scope breakdown structure

**Answer: C**

Explanation:

Explanation/Reference:

Answer option C is correct.

Janet has taken your project scope and decomposed it to a Work Breakdown Structure (WBS). The WBS captures all components the project will deliver.

Work Breakdown Structure (WBS)

A Work Breakdown Structure (WBS) is a visual decomposition of the project scope. The project scope is taken and broken down into smaller, more manageable units. Each of these units can be broken down again and again until you define the smallest item in the WBS called the work package.

Project groups and the project's discrete work elements are defined in a way that helps organize and define the total work scope of the project. A WBS element may be a product, data, a service, or any combination. WBS also provides the necessary framework for detailed cost estimating and control along with providing guidance for schedule development and control.

Answer option B is incorrect. A project network diagram is a flowchart of activities in the project.

Answer option D is incorrect. A scope breakdown structure is not a valid project management term.

Answer option A is incorrect. An activity list is created after the creation of the WBS.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

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

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Project Management Concepts

### NEW QUESTION # 35

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