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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q132-Q137):

### NEW QUESTION # 132

As a Senior HR Professional you often need to advice management on how best to communicate with employees. One approach you recommend for manager is to give employees access to decision makers to provide support, answer questions, and provide feedback. What communication model are you recommending in this instance?

- A. Brown-bag lunches
- B. Management by walking around
- C. Open-door policy
- D. Department staff meetings

**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: Employee Relations

### **NEW QUESTION # 133**

The Department of Labor establishes the rules for unemployment insurance and associated claims. Who administers the unemployment?

- A. Each organization
- B. The Department of Labor
- C. Insurance companies
- **D. Each state**

**Answer: D**

Explanation:

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: Core Knowledge Requirements for HR Professionals

Objective: Diversity Concepts

### **NEW QUESTION # 134**

As an HR Professional you need to be familiar with the Age Discrimination in Employment Act 1967. What is the maximum age this act applies to people?

- A. 0
- **B. There is no age limit in the act**
- C. 1
- D. 2

**Answer: B**

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants.

Answer options A, D, and C are incorrect. The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants.

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 # 135**

Robert is the HR Professional for a construction company. He's working with several site managers to communicate the requirements of OSHA reporting. Robert wants to convey the requirements of OSHA's reporting for work-related injuries. Which one of the following is the OSHA definition of a work-related injury?

- A. Any loss of life or limb resulting from an event in the work environment.
- B. Any pain, suffering, or damage to a person as a result of working in an employee position.
- **C. Any wound or damage to the body resulting from an event in the work environment.**

- D. Any physical damage to one's body resulting from an event in the work environment.

**Answer: C**

Explanation:

Explanation/Reference:

Answer option C is correct.

OSHA's definition of a work related injury is broad and defined as "any wound or damage to the body resulting from an event in the work environment."

Answer option D is incorrect. OSHA covers more injuries than just the loss of life or limb.

Answer option A is incorrect. While this statement is in the spirit of OSHA requirements, it is not the exact definition from OSHA.

Answer option B is incorrect. OSHA doesn't use the terminology of pain, suffering, or damage, but rather defines wounds and damage.

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 # 136

Which of the following Acts applies to children in the workforce?

- A. Drug-Free Workplace Act
- **B. Fair Labor Standards Act (FLSA)**
- C. Occupational Safety and Health Act (OSHA)
- D. Mine Safety and Health Act (MSHA)

**Answer: B**

Explanation:

Explanation/Reference:

Answer option C is correct.

Chapter: Risk Management

Objective: Risk Assessment

### NEW QUESTION # 137

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