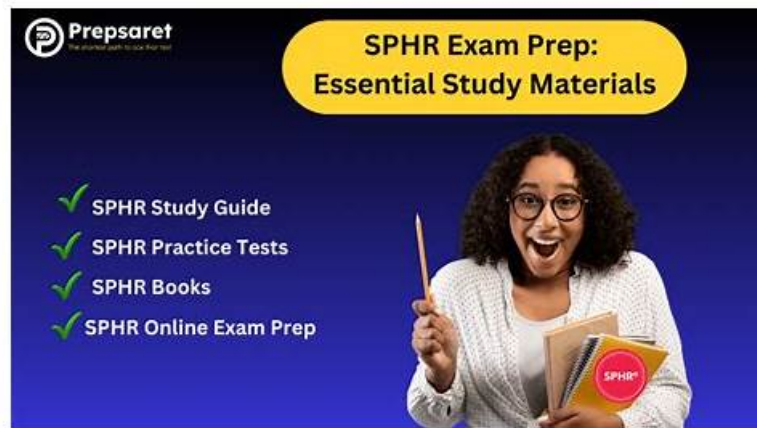


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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q176-Q181):

### NEW QUESTION # 176

Which of the following methods of quantitative analysis would be most effective for an organization with data that is out of date?

- A. Mode
- B. Simple linear regression
- C. Weighted average
- D. Trend analysis

**Answer: C**

Explanation:

Answer option B is correct. Measures of central tendency such as mean average, moving average, and weighted average are useful when an organization must include outdated information in its analysis. Typically, more weight is assigned to the more current data; or, as new data is added, older criteria are dropped. This allows for a more accurate reflection of the current condition. A trend analysis (A) compares the movement of a single variable over time, for example, the hiring rate from a single recruiting source. Simple linear regression (C) measures the relationship between two variables, such as how many units employees can produce. All techniques can be used for planning and forecasting purposes. Chapter: Core Knowledge Requirements for HR Professionals  
Objective: Review Questions

#### **NEW QUESTION # 177**

Which of the following collects data from employers throughout the United States in order to put this information on its website?

- A. Equal Employment Opportunity Commission (EEOC)
- B. Office of Federal Contract Compliance Programs (OFCCP)
- C. Bureau of Labor Statistics (BLS)
- D. National Labor Relations Act (NLRA)

**Answer: C**

Explanation:

Section: Volume E

Explanation/Reference:

Answer option A is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

#### **NEW QUESTION # 178**

Fred is a union employee who has been summoned by the management to an investigatory hearing regarding his conduct. Fred would like to have a union representative with him at the meeting. What is the name of the right that allows Fred to have a union representative with him at the meeting?

- A. Weingarten Right
- B. Management Rights
- C. Bumping Right
- D. Right of Way

**Answer: A**

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

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

Chapter: Employee and Labor Relations

Objective: Employee Relations

#### **NEW QUESTION # 179**

**DRAG DROP**

You work as a Project Manager for ProTech Inc. Your new project involves designing a new software program for constructing a building. To complete the assigned project you need to follow the process of project management. Drag and drop the process of project management concepts according to the given description.

Select and Place:

□

**Answer:**

Explanation:

□

Explanation/Reference:

The Project Management Concepts describes the following five phases of a project life cycle:

Initiation: During the initiation phase, project requests are evaluated and selected for implementation.

Planning: The planning phase is led by the project manager (PM) and lays out how the project will be accomplished.

Executing: During this phase, the project plan is implemented. A project team is created, and other resources are acquired.

Controlling: During this phase, the PM keeps the project on course and on budget by comparing accomplishments to the original plan and making course corrections as needed.

Closing: The closing phase is the point at which the sponsor/customer acknowledges achievement of the project goals.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Project Management Concepts

### NEW QUESTION # 180

Organizations use change-in-control agreements for executives involved in mergers and acquisitions to:

- A. Modify protocols for business continuity planning
- B. Lock in the value of stock options guaranteed to executives when they are hired
- C. Place management in a protected position before entering into a transaction
- D. Clearly define the non-compete provisions of an employment contract

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

Change-in-control agreements protect executives from being terminated or materially disadvantaged after a merger. They are retention tools that provide financial assurance.

SPHR strategic compensation models use these agreements to "maintain leadership continuity and decision-making clarity during acquisition events." They prevent early executive exits that may derail integration plans.

### NEW QUESTION # 181

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