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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q85-Q90):

NEW QUESTION # 85

"When the workplace is permeated with discriminatory intimidation, ridicule and insult that is sufficiently severe or pervasive to alter the conditions of the victim's employment and create an abusive working environment, Title VII is violated." This is a statement made with regard to which of the following sexual-harassment court cases?

- A. Faragher v. City of Boca Raton
- **B. Harris v. Forklift Systems, Inc.**
- C. Oncale v. Sundowner Offshore Services
- D. Burlington Industries v. Ellerth

Answer: B

Explanation:

Explanation/Reference:

Answer option A is correct.

Harris v. Forklift Systems Inc. was referenced in the case of same-sex harassment brought to the Supreme Court in Oncale v. Sundowner (D). Oncale helped determine that gender is of little consequence when harassment meets the statutory requirements defined in Harris. Faragher v. City of Boca Raton (B) and Burlington Industries v. Ellerth (C) were also important cases aiding in interpreting the concept of sexual harassment in the workplace.

Chapter: Employee and Labor Relations

Objective: Review Questions

NEW QUESTION # 86

The middle value when values are arranged in order from high to low is which of the following?

- A. Mode
- **B. Median**
- C. Mean
- D. Moving average

Answer: B

Explanation:

Section: Volume E

Explanation/Reference:

Answer option D is correct.

The median is the middle value when values are arranged from high to low. Half the numbers are higher than the median; half are lower. The mean (C) is calculated by adding up the values and dividing by the number of values. The mode (A) is the value that occurs most frequently in a set of numbers. The moving average (B) keeps data current by dropping the oldest data when new data is added.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Review Questions

NEW QUESTION # 87

As a Senior HR Professional, you have been asked to also serve as the project manager for a new HR project in human resources. As a project manager, you must always plan for three constraints in every project. Which of the following is NOT one of the triple constraints of project management?

- A. Cost
- B. Scope
- **C. Human resources**
- D. Time

Answer: C

Explanation:

Section: Volume E

Explanation/Reference:

Answer option D is correct.

Human resources is one of the nine knowledge areas of project management, but it is not a constraint in every project.

Answer option A is incorrect. Time, or schedule, is one of the three constraints of project management.

NEW QUESTION # 88

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

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

Answer: D

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 # 89

One factor of the Uniform Guidelines on Employee Selection is reliability during interviews. Which of the following statements is the best description of reliability during interviews?

- A. Interviews should prepare and consistently use questions that will be asked of all candidates based on the candidate's submitted resume.
- B. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for all employment positions within the organization.
- C. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for a particular position.
- D. Interviews should adapt job-related questions for each candidate for a particular position based on the candidate's experience.

Answer: C

Explanation:

Section: Volume A

Explanation/Reference:

Answer option B is correct.

Interviewers should prepare a job-specific list of questions and use the questions for all candidates who are applying for a specific job within the organization.

Answer option A is incorrect. Adapting questions for each candidate would skew the reliability of the interviews.

Answer option C is incorrect. The list of questions in an interview aiming for reliability should be the same across all candidates rather than based on the resume of the employee.

Answer option D is incorrect. The list of interview questions shouldn't be for all available jobs, but tailored to each type of employment and position.

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

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

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 90

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