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**HRCI- SPHR PRACTICE EXAM
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One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership
- D. Authoritarian leadership - ACCURATE ANSWERS✓✓ B.

Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment
- D. None, because it's consensual - ACCURATE ANSWERS✓✓ C.

Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q29-Q34):

NEW QUESTION # 29

DRAG DROP

Drag and drop the steps of negligent hiring in the proper sequence.

Select and Place:

Answer:

Explanation:

Explanation/Reference:

The steps for negligent hiring are as follows:

Conducting reference checks with previous employers

Obtaining reports from the Departments of Motor Vehicles in the states where the applicant has lived or worked

Verifying the validity of the applicant's Social Security number

Conducting criminal record checks

Verifying the validity of any government-issued licenses, such as a medical or engineering license

issued by a state

Conducting drug-screening tests

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 30

Which of the following statements is most true about rater bias?

- A. Rater bias is illegal.
- B. Rater bias nullifies the positive outcomes of providing meaningful performance feedback.
- C. Rater bias exists in all exchanges of performance feedback.
- D. **Performance feedback bias is similar to interview bias.**

Answer: D

Explanation:

Answer option C is correct. Performance feedback bias such as the halo/horn effect, leniency, and central tendency can (but don't always) exist whenever managers are asked to make a discriminatory judgment, including in rating performance and selecting new hires. Note that not all discrimination is unlawful; it is in fact necessary to make distinguishing decisions on the job. Discrimination becomes unlawful when the performance is not rated according to neutral, job-related standards. Chapter: Human Resource Development Objective: Review Questions

NEW QUESTION # 31

Which of the following processes requires job evaluators to compare the value of jobs to one another?

- A. Classification method
- B. Job evaluation
- C. **Ranking method**
- D. Job sharing

Answer: C

Explanation:

Explanation/Reference:

Answer option D is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 32

An organization has an employment position available in their fitness center. The position is to be the female locker attendant. As part of the employment posting, the HR has made it a requirement that the person eligible for the job must be a female. Management believes that this requirement may be in violation to the Civil Rights Act, Title VII. Is this a violation of the Civil Rights Act, Title VII?

- A. Yes, no posting for employment can include a preference for males or females.
- **B. No, this is an example of a Title VII exception.**
- C. No, this is common sense for a female locker room attendant.
- D. Yes, no hiring or firing can be made solely on the sex of the applicant or employment.

Answer: B

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. 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: Federal Employment Legislation

NEW QUESTION # 33

Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Employee Retirement Income Security Act (ERISA)
- **B. Federal Insurance Contributions Act (FICA)**
- C. Fair Labor Standards Act (FLSA)
- D. Occupational Safety and Health Administration (OSHA)

Answer: B

Explanation:

Reference: "http://en.wikipedia.org/wiki/Federal_Insurance_Contributions_Act_tax"

Chapter: Compensation and Benefits

Objective: Benefits

NEW QUESTION # 34

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