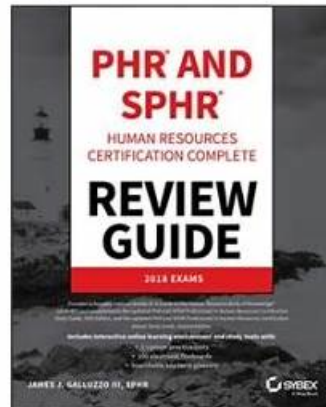


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q138-Q143):

NEW QUESTION # 138

An organization has over 5,000 employees who are members of a union. The employees, however, are no longer happy with the union's performance and they would like to decertify the union from their representation. Who will decertify the union in this instance?

- A. The employees
- B. Management of the employees
- C. The union official if fifty percent of the employees sign off on the decertification
- **D. The National Labor Relations Board**

Answer: D

Explanation:

Section: Volume B

Explanation/Reference:

Answer option B is correct.

Certification and decertification of union representation is managed by the National Labor Relations Board.

Answer option A is incorrect. Management does not decertify the union; the NLRB does.

Answer option D is incorrect. The employees can demand the change if they have 30 percent of the employee signatures.

Answer option C is incorrect. The union doesn't decertify the employees; the NLRB does.

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 # 139

Based on an analysis of the industry and labor market trends, a VP of Human Resources has determined that the best course of action for her company is to change from a narrow to a broadband salary structure. The current structure has been in place for more than 15 years, and the VP is anticipating strong resistance to making the change. Which of the following tools should the VP use to convince the executive team to make the change?

- A. Conduct a SWOT analysis.
- B. Calculate the return on investment.
- **C. Build a business case.**
- D. Calculate the cost-benefit analysis.

Answer: C

Explanation:

Answer option A is correct. A business case lays out the desired result of an action or program, presents alternative solutions, describes possible risks from both implementing and not implementing the action, and defines the criteria used to measure success. ROI (B) and CBA (D) may be included as part of the business case, and a SWOT analysis (C) may have identified the need for a

NEW QUESTION # 140

Organizations must assess the safety of their workplaces and consider the ability of a business to continue despite risk impact. When assessing business continuity risks, the HR Professional must consider several different types of disasters, their probability, and impact on an organization. What category of disaster is best described as acts of terrorism, major thefts, sabotage, or labor disputes?

- A. Environmental disasters
- B. Serious information security incidents
- C. Organized or deliberate disruptions
- D. System failures

Answer: C

Explanation:

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Risk Management

Objective: Risk Identification

NEW QUESTION # 141

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

- A. Davis-Bacon Act
- B. Walsh-Healey Public Contracts Act
- C. Portal-to-Portal Act
- D. Fair Labor Standards Act

Answer: B

Explanation:

Explanation/Reference:

Answer option C is correct.

The Walsh-Healey Public Contracts Act addressed contractors with the federal government that exceed \$10,000, to pay an established minimum wage to workers employed through the contract. This act was passed in 1936. This act also addressed, however, the requirements of sanitary working conditions for employees.

Answer option B is incorrect. In 1931 the Davis-Bacon Act was the first piece of legislation to actually establish a minimum wage. The act was, however, limited to the construction industry.

Answer option D is incorrect. The Fair Labor Standards Act was passed in 1938. It addressed minimum wage, overtime pay, child labor, and record keeping.

Answer option A is incorrect. The Portal-to-Portal Act of 1947 clarified the hours of working for the purpose of minimum wage and overtime pay.

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: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 142

As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

- A. \$10,000

