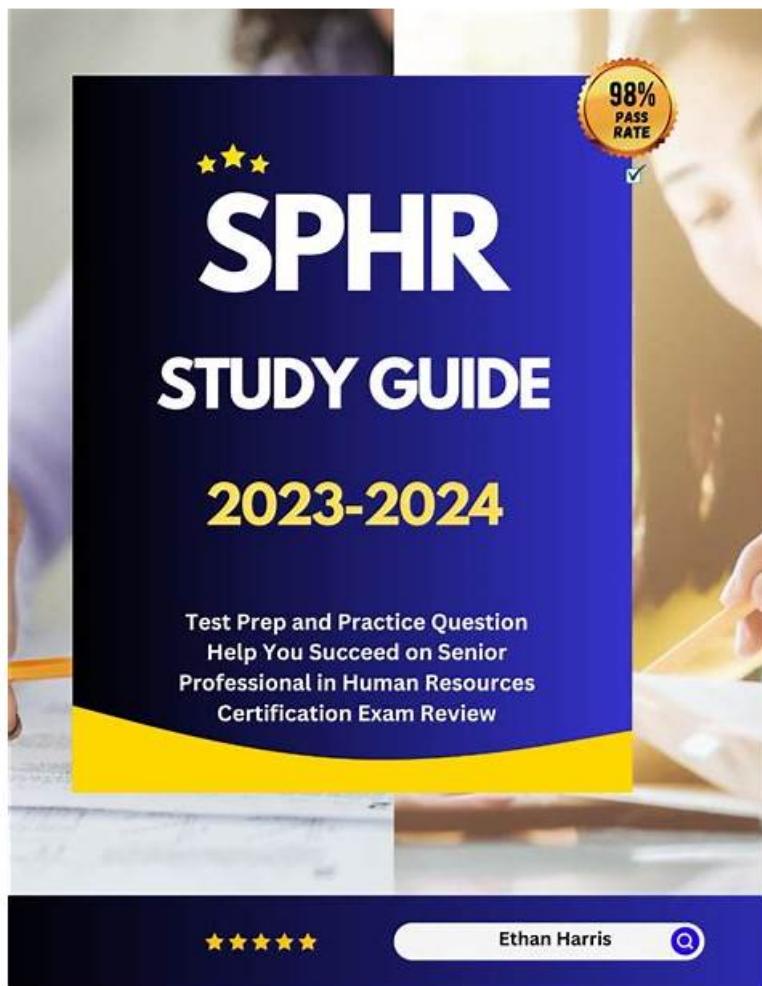


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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q50-Q55):

### NEW QUESTION # 50

For purposes of developing a security program, an HR manager must assess potential risks and costs related to loss and protection. Which factor must the manager first examine?

- A. Degree of probability that the loss will occur
- B. Availability and cost of insurance to cover the loss
- C. Severity of impact of the loss to the organization
- D. Cost of the loss, including a permanent or temporary substitute

### Answer: A

Explanation:

Explanation/Reference:

Answer option C is correct.

The significance of various security issues depends partly on the size of the organization. However, regardless of size, the same considerations go into assessing vulnerabilities and the method for estimating the cost of potential losses. The justification of such a program requires that the potential losses will exceed the cost of the program. See Chapter 8 for more information.

Chapter: Risk Management

Objective: Risk Management

### NEW QUESTION # 51

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. \$70,000
- B. \$10,000
- C. \$100,000
- D. \$50,000

### Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

OSHA can fine an employer up to \$70,000 for a willful violation. In addition, incarceration is possible for the violation.

Answer options C, B, and D are incorrect. These are not the maximum amount for the violation.

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 # 52

Which of the following Acts encourages the states to take the lead in developing and enforcing safety and health programs for businesses within their jurisdictions?

- A. Occupational Safety and Health Act
- B. Sarbanes-Oxley Act
- C. Mine Safety and Health Act
- D. Drug-Free Workplace Act

**Answer: A**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option D is correct.

Chapter: Risk Management

Objective: Risk Assessment

### NEW QUESTION # 53

The Hay System was developed in 1934 by Edward Hay and evaluates job using three factors. Which of the following factors is NOT one of the three elements of job evaluation of the Hay System?

- A. Accountability
- B. Knowledge
- C. Problem solving
- D. Experience

**Answer: D**

Explanation:

Explanation/Reference:

Answer option D is correct.

Experience is actually part of the knowledge factor and isn't its own factor in the Hay System

Answer option A is incorrect. Knowledge is one of the three factors in the Hay System

Answer option B is incorrect. Problem solving is one of the three factors in the Hay System

Answer option C is incorrect. Accountability is one of the three factors in the Hay System

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

Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

### NEW QUESTION # 54

Which of the following Acts requires employers to pay nonexempt employees who perform regular duties before or after their regular hours or for working during their lunch period?

- A. Service Contract Act
- B. Equal Pay Act (EPA)
- C. Portal to Portal Act
- D. Davis Bacon Act

**Answer: C**

Explanation:

Explanation/Reference:

Answer option B is correct.

Chapter: Compensation and Benefits

Objective: Compensation

## NEW QUESTION # 55

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