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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q72-Q77):

NEW QUESTION # 72

Professionals, craft workers, and laborers/helpers have what in common?

- A. They are all job categories on the EEO-1 report.
- B. They are all examples of types of labor unions.
- C. They are all classifications for defining exempt workers.
- D. They are all examples of protected-class individuals.

Answer: A

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

The EEO-1 report requires employers to group jobs into job categories based on average skill level, knowledge, and responsibility. Exempt workers are defined by professional, executive, and administrative exemption criteria (C), and these are not examples of the protected class groups under federal law (A).

Chapter: Workforce Planning and Employment

Objective: Review Questions

NEW QUESTION # 73

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address a minimum wage for employees?

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

Answer: C

Explanation:

Explanation/Reference:

Answer option A is correct.

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 B is incorrect. 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.

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

Answer option D is incorrect. The Portal-to-Portal Act of 1947, clarified 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 # 74

John is the HR Professional for his organization. He is interviewing Sally for a sales position, and he has asked Sally to provide an instance of how she worked with a tough customer in the past, how she resolved the situation, and what the outcome of the experience was. This is what type of interviewing technique?

- A. **Behavior-based interview**
- B. Directive interview
- C. Prescreen interview
- D. Stress interview

Answer: A

Explanation:

Explanation/Reference:

Answer option C is correct.

This is a classical example of the behavior-based interview. Sally will need to tell a story to John about her past experiences with a difficult customer and what the outcome of the situation was.

Answer option B is incorrect. A stress interview deliberately creates a stressful environment to test the candidate's response in the stress.

Answer option A is incorrect. A prescreen interview is used to determine which candidates qualify for the job requirements and to make decisions if additional interviews are needed.

Answer option D is incorrect. A directive interview is where the HR Professional controls the interview process through a predefined set of questions for all interviewees.

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 75

Fred is creating a user manual for his organization. On the cover of the manual he has added a picture of a flower that he found on a website. You ask Fred if he has permission to use the flower and what rights are retained for the flower picture. Fred informs you that the photo came from a website so it's in the public domain. Are photos and images from web sites considered to be in the public domain?

- A. No, photos and images from web sites are still protected by copyright laws.
- B. Yes, the Internet is owned by the government so anything online is in the public domain.
- C. Yes, all images, not words or text, are copyright free online.
- D. No, photos and images from web sites are protected by International Electronic Copying Laws.

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

Just because an image is on a website doesn't mean the copyright laws don't exist for the site. Images, photos, and web content are copyright protected. Some websites allow people to purchase rights or have access to limited rights of the image. Each web site may have different rules and applicable policies.

Answer option D is incorrect. There is no such law as International Electronic Copying Law.

Answer option C is incorrect. The government does not own the Internet; it is a connection of private networks and public networks.

Answer option B is incorrect. Images are not copyright free just because they are online.

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

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: Human Resource Development

Objective: Federal Employment Legislation

NEW QUESTION # 76

Which of the following is the process used to identify and determine duties associated with a particular job?

- A. Needs assessment
- B. Job description
- C. Risk acceptance
- D. Job analysis

Answer: D

Explanation:

Section: Volume E

Explanation/Reference:

Answer option A is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 77

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