SPHR Prep Guide & Valid SPHR Study Notes
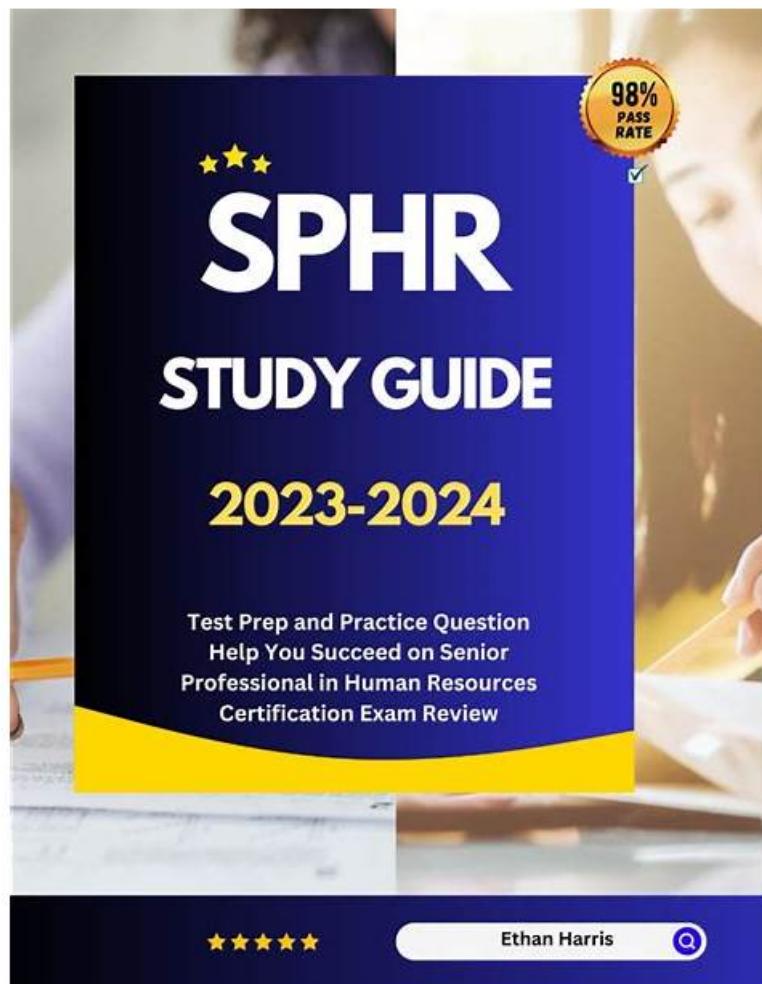
There are a lot of the functions on our SPHR exam questions to help our candidates to reach the best condition befor they take part in the real exam. I love the statistics report function and the timing function most. The statistics report function helps the learners find the weak links and improve them accordingly. The timing function of our SPHR training quiz helps the learners to adjust their speed to answer the questions and keep alert and our SPHR study materials have set the timer.

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HRCI - Pass-Sure SPHR - The Professional in Human Resources (SPHR) Prep Guide

The main key to passing the SPHR exam is to use your time affectionately and grasp every topic so you can attempt the maximum number of questions in the actual SPHR Exam. By studying the questions mentioned in the prep material, the candidates have control over the exam anxiety in no time.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q98-

Q103):

NEW QUESTION # 98

All business organizations must use some common terminology to describe the roles and responsibilities of people and entities within the organization. What term is described as the amount of product or service the entity is able to produce with the available materials, labor, and equipment?

- A. Lines of business
- B. Production
- C. Technology
- D. Capacity

Answer: D

Explanation:
Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.
Chapter: Business Management and Strategy
Objective: Organizations

NEW QUESTION # 99

You are a HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which report is collected on odd-number of years from state and local governments?

- A. EEO-4 Report
- B. EEO-5 report
- C. EEO-1 Report
- D. EEO-3 Report

Answer: A

Explanation:
Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149, Section III, The US HR Body of Knowledge.
Chapter: Workforce Planning and Employment
Objective: Federal Employment Legislation

NEW QUESTION # 100

A manager makes a sexual advancement to an employee who rejects the advance. Later, the manager does not allow the employee to be promoted because of the rejection of the sexual advancement. This is an example of what type of sexual harassment?

- A. Disparate treatment
- B. Hostile work environment
- C. Disparate impact
- D. Quid pro quo

Answer: D

Explanation:
Section: Volume B
Explanation/Reference:
Answer option C is correct.
This is an example of quid pro quo sexual harassment. This happens when employment decisions are rewarded or punished based on the sexual advance of management or employees to others in the organization.
Answer option D is incorrect. This isn't an example of disparate impact, as there's no policy requiring an action.
Answer option B is incorrect. This isn't an example of disparate treatment, as a member of a protected class isn't intentionally treated

differently than other employees in this scenario.
Answer option A is incorrect. This isn't an example of a hostile work environment, which is a form of sexual advancement.
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: Employee and Labor Relations
Objective: Federal Employment Legislation

NEW QUESTION # 101
Characteristics of high-involvement organizations include all of the following except which?

- A. Team learning
- B. Decision-making from the bottom up
- C. Pay-for-performance system that clearly links employee behavior to rewards
- D. Data-sharing from the top down

Answer: A

Explanation:
Section: Volume B
Explanation/Reference:
Answer option A is correct.
High-involvement organizations are those in which employees are encouraged to remain active, accountable members of the company. Allowing employees to come up with creative solutions to problems, clearly linking rewards to behavior (B) encouraging decision-making from the ground up (D) and demonstrating management trust through data sharing (C) are other characteristics of HIOs. See Chapters
3 and 7 for more information.
Chapter: Employee and Labor Relations
Objective: Employee Relations

NEW QUESTION # 102
Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Fair Labor Standards Act of 1958
- B. ADA and Rehabilitation Act of 2008
- C. ADEA of 1967
- D. Title VII of the Civil Rights Act of 1964

Answer: D

Explanation:
Explanation/Reference:
Answer option B is correct.
Title VII of the Civil Rights Act of 1964 prohibits discrimination based on race, color, religion, sex, or national origin.
Answer option C is incorrect. The Fair Labor Standards Act of 1958, also known as the Equal Pay Act, prohibits sex-based wage discrimination.
Answer option D is incorrect. ADEA of 1967 prohibits discrimination in employment on the basis of age (40 years or older).
Answer option A is incorrect. Americans with Disabilities Act (ADA) and Rehabilitation Act of 2008 make important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of EEOC's ADA regulations.
Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:
978-1-586-44149, Section III, The US HR Body of Knowledge.
Chapter: Workforce Planning and Employment
Objective: Federal Employment Legislation

NEW QUESTION # 103

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Each chapter concludes with a discussion of common programming **SPHR Prep Guide** errors, followed by a summary of important points in the chapter, and a table of new C++ constructs.

Object diagrams—These diagrams represent objects and their **SPHR Prep Guide** relationships and correspond to simplified collaboration diagrams that do not represent message broadcasts.

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