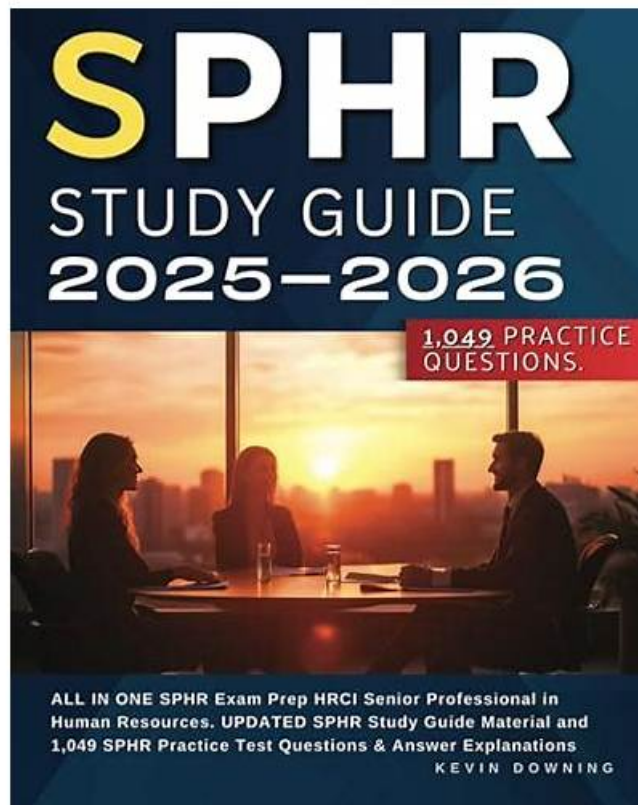


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q127-Q132):

NEW QUESTION # 127

Which of the following is designed to give students opportunities to gain experience in their chosen fields prior to graduation?

- A. Internship program
- B. Merger
- C. Job sharing
- D. Outsourcing

Answer: A

Explanation:

Explanation/Reference:

Answer option D is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 128

John earns \$45,200 per year as a mechanic in your organization. The \$42,500 per year does not include earnings John may have through shift differentials, benefits, overtime, incentives, and bonuses. Which one of the following terms best describes the \$45,200 per year that John earns?

- A. Hygiene factor pay
- B. Variable pay
- C. Base pay
- D. Market-demand pay

Answer: C

Explanation:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

John's base pay is the fixed rate of pay he earns for performing his job in your organization.

Answer option A is incorrect. Variable pay is the total pay John earns through variable programs, such as commissions or bonuses.

Answer option B is incorrect. This isn't a valid term for employee compensation.

Answer option D is incorrect. Market-demand describes the market average for pay, for someone in John's role as a mechanic.

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 # 129

A high-involvement organization is an example of what type of OD intervention?

- A. Human process
- **B. Techno-structural**
- C. Strategic
- D. Human resource management

Answer: B

Explanation:

Explanation/Reference:

Answer option B is correct.

Techno-structural interventions address issues of how work gets done in an organization. A high-involvement organization is one in which employees at all levels are involved in making decisions about how work is accomplished. Human-process interventions (D) are designed to build competencies at the individual level of the organization. HRM interventions (C) focus on HR processes and programs such as selection procedures or performance management that address individual employee needs. Strategic interventions (A) are used to execute changes to an organization's vision, mission, or values. See Chapter 5 for more information.

Chapter: Human Resource Development

Objective: Organization Development

NEW QUESTION # 130

Which of the following is comprised of any employee payments not associated with wages and salaries?

- A. Monetary compensation
- **B. Indirect compensation**
- C. Non-monetary compensation
- D. Direct compensation

Answer: B

Explanation:

Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 131

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position. One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A. Disparate impact
- **B. Disparate treatment**
- C. Accommodation

- [illegible]

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