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HRCI- SPHR Practice Exam Questions with Answers 2024

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership
- D. Authoritarian leadership

✓ B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment
- D. None, because it's consensual

✓ C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

The international gas utility company for which you direct HR does not have an organized health and safety program for its workers. What should be your first step?

- A. Focus on becoming compliant with international, federal, state, and local safety standards.
- B. Identify the employees who are most at risk and begin safety efforts with them.
- C. Obtain approval for a company-wide incentive program based on zero accidents or injuries.
- D. Meet with the workers' compensation brokers to assess the costs of lack of a safety program.

See the answer

✓ B. In this high-risk industry, it would be prudent for human resources to begin building a safety program for those workers who are most at risk. This effort may include data collection, incentives, and compliance efforts as part of the overall intervention strategy.

The food distribution center for which you work has seen an increase in the number of loading-dock workers reporting ankle injuries. What strategy would be most effective to reduce or eliminate the risk?

- A. Require employees to wear high-top steel-toed work boots.
- B. Review the injury records for patterns of unsafe behaviors.
- C. Conduct a root-cause analysis with a committee made up of dock workers.

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What is the duration, language, and format of HRCI SPHR Certification Exam

- Format: Multiple choices, multiple answers
- Language: English (also available in Spanish - Castilian)
- Length of Examination: 3 hours
- Passing score: 500/700
- Number of Questions: 150

The HRCI Senior Professional in Human Resources certification, otherwise known as the SPHR, allows candidates to demonstrate their HR leadership skills and that they are ready to become part of the skilled team. More so, this certificate will help you demonstrate your understanding of strategies and policies of HR management as required in the USA and other regions.

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q114-Q119):

NEW QUESTION # 114

As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily visible to employees. What OSHA poster lists each of the employee's rights?

- A. OSHA 5613 poster
- B. OSHA 5131 poster
- C. OSHA 3615 poster
- **D. OSHA 3165 poster**

Answer: D

Explanation:

Section: Volume B

Explanation/Reference:

Answer option A is correct.

The OSHA poster with the employee's rights is OSHA poster 3165.

Answer options D, B, and C are incorrect. The OSHA poster with the employee's rights is OSHA poster 3165.

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 # 115

Your manager has approached you regarding her desire to outsource certain functions to an external firm.

She would like for you to create a document to send to three vendors asking them for solutions for these functions that your organization is to outsource. What type of a procurement document would you create and send to the vendors in this instance?

- A. Invitation for Bid
- B. Request for Information
- **C. Request for Proposal**
- D. Request for Quote

Answer: C

Explanation:

Explanation/Reference:

Answer option C is correct.

A request for proposal (RFP) is a procurement document that asks the vendor to provide solutions, ideas, and detailed information about the outsourced function. The vendor will provide a proposal in response to the RFP. An RFP is often sent with a statement of work that details the outsourcing need that the vendor is to provide a solution and a price.

Answer option A is incorrect. A Request for Quote (RFQ) is a procurement document that asks the vendor to provide just a price for the solution to be purchased - no ideas or suggestions are needed from the vendor. RFQ are often used with materials, such as cost per metric ton or cost per unit.

Answer option B is incorrect. An invitation for bid (IFB) is identical to the request for quote. It is a procurement document asking the vendor for a fixed price for a specific thing to be purchased.

Answer option D is incorrect. A request for information (RFI) asks the vendor for more information about their solution, services, or company. An RFI could ask for samples, references of work, white papers, and more information.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Three: Strategic 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: Core Knowledge Requirements for HR Professionals
Objective: Needs Assessment and Analysis

NEW QUESTION # 116

Which of the following is a form of simulation training?

- A. Vestibule training
- B. Distance learning
- C. Self study
- D. Demonstration

Answer: A

Explanation:

Answer option C is correct.

Chapter: Human Resource Development

Objective: Talent Management

NEW QUESTION # 117

Federal legislation does not specifically prohibit disparate treatment of caregivers, but claims of disparate treatment for employees caring for elders, children, or disabled family members increased 450 percent between 1990 and 2005. On what basis are these claims filed?

Each correct answer represents a complete solution. Choose all that apply.

- A. Title VII
- B. Family Medical Leave Act
- C. Davis-Bacon Act
- D. Americans with Disabilities Act

Answer: A,B,D

Explanation:

Section: Volume F

Explanation/Reference:

Answer options D, A, and B are correct.

According to guidance published by the EEOC, caregivers are not a protected class, but there are circumstances in which disparate treatment becomes unlawful based on stereotyping prohibited by Title VII, association with disabled individuals prohibited by the ADA, or violations of FMLA caregiving requirements. See Chapter 4 for more information.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 118

Which of the following types of learners can retain information in a better way when they are able to have a hands-on experience during training?

- A. Auditory learners
- B. Data learners
- C. Visual learners
- D. Kinesthetic learners

Answer: D

Explanation:

Section: Volume B

Explanation/Reference:

Answer option D is correct.

Kinesthetic learners can retain information in a better way when they are able to have a hands-on experience during training. Kinesthetic learning is a learning style in which learning takes place by the student actually carrying out a physical activity, rather than listening to a lecture or merely watching a demonstration. It is also referred to as tactile learning.

Answer option B is incorrect. Auditory learners can retain information more easily when they hear it.

Answer option C is incorrect. Visual learners can retain information better when they can see or read it.

Answer option A is incorrect. There is no such type of learner as data learner.

Reference: "http://en.wikipedia.org/wiki/Kinesthetic_learning"

Chapter: Human Resource Development

Objective: Talent Management

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