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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q255-Q260):

### NEW QUESTION # 255

Which of the following areas ensures that individuals with the required knowledge, skills, and abilities are available when needed to accomplish organization goals?

- A. Human Resource Development
- B. Risk Management
- C. Employee and Labor Relations
- D. Total Rewards

**Answer: A**

Explanation:  
Explanation/Reference:  
Answer option B is correct.  
Chapter: Human Resource Development  
Objective: Metrics: Measuring Results

#### NEW QUESTION # 256

Roberta's company routinely tests all employees for illegal drug usage. Juan is refusing to participate in the drug test because he is an employee with a physical impairment that substantially limits his major life activities. Juan insists that the drug testing is a violation of the ADA's restrictions on medical examinations. Does the ADA prohibit illegal drug testing?

- A. Yes. All medical examinations are prohibited from employees covered by the AD
- **B. No. The ADA does restrict medical examinations related to the disability, but not for tests for illegal drugs.**
- C. Yes. All medical examinations are prohibited from employees that an employer has deemed a participant of the ADA program.
- D. No. The ADA does not restrict medical examinations as part of the law.

**Answer: B**

Explanation:  
Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. 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: Workforce Planning and Employment  
Objective: Federal Employment Legislation

#### NEW QUESTION # 257

Your organization uses ADDIE for developing new seminars and training. During the design of the course, you need to follow four distinct steps to create a good training design. Which of the following is NOT one of the four steps of design?

- A. Gain agreement and sign-off.
- **B. Identify the distribution methods.**
- C. Identify the outcome objectives.
- D. Identify learning methodologies.

**Answer: B**

Explanation:  
Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. 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: Talent Management

#### NEW QUESTION # 258

An employee has come forward with an allegation of quid pro quo harassment by her supervisor. As the HR manager, you are responsible for investigating the complaint. The supervisor in question is someone with whom you have become quite friendly. In this case, who is the best person to conduct the investigation?

- A. The corporate attorney
- B. You
- **C. A third-party investigator**
- D. The direct manager of the accused supervisor

**Answer: C**

Explanation:  
Explanation/Reference:

Answer option D is correct.

In this case, the organization will be best served by a third-party investigator. The most important consideration in an investigation of sexual harassment is that the investigator is seen as credible and impartial. Because you have become friendly with the accused, it will be difficult to maintain impartiality during an investigation. While the corporate attorney (B) may be selected to conduct investigations, this solution can lead to conflict-of-interest issues. The direct manager of the accused supervisor (C) may not be viewed as impartial by the accuser or by regulatory agencies. See Chapters 2 and 8 for more information.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

#### NEW QUESTION # 259

You are a HR Professional for your organization and you're educating your staff on the Pregnancy Discrimination Act. Which one of the following statements about the Pregnancy Discrimination Act is not true?

- A. Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.
- **B. An employer is allowed to refuse to hire a pregnant woman because of the imminent time frame of the needed leave to deliver and care for the child.**
- C. Pregnancy related benefits cannot be limited to married employees.
- D. If an employer provides any benefits to workers on leave, the employer must provide the same benefits for those on leave for pregnancy-related conditions.

**Answer: B**

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 # 260

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