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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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HRCI Senior Professional in Human Resources - International Sample Questions (Q168-Q173):

NEW QUESTION # 168
If Congress passes a bill while in session, regardless if it is signed by the president, that bill becomes law within how many days?

- A. 10 days
- B. 15 days
- C. 20 days
- D. 12 days

Answer: A

Explanation:
If Congress passes a bill while in session, regardless if it is signed by the president, that bill becomes law within 10 days.

NEW QUESTION # 169
What are the three components of sustainability?

- A. Equality, justice, ethics
- B. Social, economic, environmental
- C. Resources, infrastructure, production
- D. Local, regional, international

Answer: B

Explanation:
There are three main parts of sustainability: social, economic, and environmental. The social aspect addresses social inequalities and advocates for the fair treatment of all individuals, The economic aspect focuses on how to operate a business and use resources conscientiously to achieve prof its. The environmental aspect addresses the consequences of one's actions on the environment, to include climate change.

NEW QUESTION # 170
Which type of strike is launched despite a no-strike clause in the employee contract?

- A. Wildcat strike
- B. Sit-down strike
- C. Hot cargo strike
- D. Secondary strike

Answer: A

Explanation:
A wildcat strike is launched despite a no-strike clause in the employee contract. Obviously, these strikes create intense conflict between employer and union. Sit-down strikes, which are prohibited by law, occur inside the work facility. Secondary boycotts are attempts by the union to keep an external company from doing business with the employer. In most cases, secondary strikes are illegal. A hot cargo strike, more commonly known as a hot cargo picket, aims to keep the employer from doing business with some other employer opposed by the union. Hot cargo pickets are prohibited by law as well.

NEW QUESTION # 171
When performing a job evaluation, which three factors does the HAY system use to classif y jobs?

- A. Knowledge, skill, and ability
- B. Knowledge, accountability, and problem solving
- C. Knowledge, experience, and seniority
- D. Knowledge, skill, and responsibility

Answer: B

Explanation:
The HAY system classifies jobs according to knowledge, accountability, and problem solving. This system, which was developed in 1943, is a form of point factor grading. A job's accountability is the degree to which other members of the organization rely on that employee.

NEW QUESTION # 172
Which of the following HRIS functions is the MOST impactful when reducing the transactional responsibilities for a human resources team?

- A. Training platform
- B. Data reporting and analytics
- C. Employee self-service
- D. Performance management

Answer: C

Explanation:
An Employee Self-Service (ESS) function with HRIS allows employees to perform transactional tasks for themselves instead of going through their manager or human resources representative. These tasks can include requesting time away from work, selecting benefits, updating personal data, filing expense reports, and more. The other functions listed can also help reduce the transactional responsibilities for a human resources team but still require intervention in the design, collection, and use of the other functions. Additionally, functions like training, performance management, and data analytics can play critical roles in the transformational side of human resources responsibilities.

NEW QUESTION # 173
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