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Exam length is 2 1/2 hours	
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125 exams questions	
140 exams questions	✓
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## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q277-Q282):**

### **NEW QUESTION # 277**

An organizational policy designed to limit employee access to certain websites helps to:

- A. Safeguard the interests of the organization
- B. Manage the bandwidth of existing communications
- C. Address concerns about protecting employee information
- D. Enhance existing social responsibility programs

**Answer: A**

Explanation:

Restricting access to non-business sites is a preventive control that protects organizational security, limits exposure to cyber threats, and ensures productivity standards are upheld.

Extract from HRCI-aligned HR knowledge (Risk Management):

SPHR's risk framework includes "proactive policy development to protect corporate assets and productivity." Web restrictions are part of a larger IT security and compliance strategy, especially in data-sensitive industries.

### **NEW QUESTION # 278**

To determine the numbers and types of jobs necessary to realize business goals, HR must assess the KSAs available within the organization during a staffing needs analysis. What other factor is necessary to complete the assessment?

- A. The organization's core competencies
- B. The tasks, duties, and responsibilities for the work
- C. The KSAs available in the local labor market
- D. The KSAs needed to achieve future goals

**Answer: D**

Explanation:

Answer option B is correct. A staffing needs analysis begins with an assessment of the KSAs needed to achieve future goals along with those that are currently available within the organization. Although the tasks, duties, and responsibilities (A) are used to determine what the KSAs are, it is possible for individuals with the same or similar KSAs to perform different jobs, so (A) is not used in a needs analysis. KSAs available in the local labor market (D) will be used to develop the recruiting strategy and plan but are not relevant to the staffing needs analysis. The organization's core competencies (C) are factors that make the organization unique but are not generally part of the staffing needs analysis. Chapter: Workforce Planning and Employment Objective: Review Questions

### **NEW QUESTION # 279**

Which of the following types of interview is based on the premise that past behavior predicts future behavior?

- A. Activity interview
- B. Stress interview
- C. Behavioral interview
- D. Structured interview

**Answer: C**

Explanation:

Answer option C is correct.

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

### NEW QUESTION # 280

Which of the following would be considered an extrinsic reward?

- A. A 10 percent salary increase
- **B. Recognition by the CEO at a company meeting**
- C. A feeling of accomplishment after completing a tough assignment
- D. Challenging work on a new project

**Answer: B**

Explanation:

Explanation/Reference:

Answer option D is correct.

Extrinsic rewards are nonmonetary rewards where self-esteem comes from others, such as formal recognition for a job well done. Challenging work on a new project (C) is an intrinsic reward. Salary increases (B) are monetary rewards. A feeling of accomplishment after completing a tough assignment (A) is another type of intrinsic reward. See Chapter 6 for more information.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

### NEW QUESTION # 281

Which of the following union security clauses requires that all employees join the union within a grace period specified by the contract?

- A. Closed shop clause
- B. Maintenance of membership clause
- **C. Union shop clause**
- D. Agency shop clause

**Answer: C**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

The union shop clause requires that all employees join the union within a grace period specified by the contract.

Answer option A is incorrect. The agency shop clause specifies that all employees must either join the union or pay union dues if they choose not to join the union.

Answer option B is incorrect. The maintenance of membership clause allows employees to choose whether to join the union, but once they join, they must remain members until the expiration of the contract.

Answer option D is incorrect. The closed shop clause requires that all new hires be members of the union before they are hired.

Chapter: Employee and Labor Relations

Objective: Union Organization

### NEW QUESTION # 282

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