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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q203-Q208):

NEW QUESTION # 203
Which of the following is often formed to address ongoing issues in the organization?

- A. Delegating authority
- B. Task force
- C. Committees

- D. Virtual work team

Answer: C

Explanation:
Section: Volume G
Explanation/Reference:
Answer option B is correct.
Chapter: Employee and Labor Relations
Objective: Employee Relations

NEW QUESTION # 204

What is the most effective method to use when an employer wants to obtain insight into employee goals and job satisfaction and provide career counseling to those in the work group?

- A. A brown-bag lunch
- B. A skip-level interview
- C. An employee survey
- D. An employee focus group

Answer: B

Explanation:
Section: Volume A
Explanation/Reference:
Answer option B is correct.
A skip-level interview provides an opportunity for a manager's manager to obtain insight into the goals and satisfaction of employees in the work group. An employee survey (A) is best used to gather information about various issues that can be collated and summarized. A focus group (B) can be used to involve employees in the decision-making process. A brown-bag lunch (D) is an effective way for senior managers to meet with small groups of employees to answer questions about the company goals and mission and to obtain feedback about operations. See Chapter 7 for more information.
Chapter: Employee and Labor Relations
Objective: Employee Relations

NEW QUESTION # 205

As of July 24, 2009, the federal minimum wage is set at which of the following?

- A. $7.25 per hour
- B. $5.75 per hour
- C. $5.15 per hour
- D. $6.55 per hour

Answer: A

Explanation:
Explanation/Reference:
Answer option A is correct.
As of July 24, 2009, the federal minimum wage was raised to $7.25 per hour from (C) $6.55 per hour, which became effective on July 24, 2008. The minimum wage in some states and other localities may be different. See Chapter for more information.
Chapter: Compensation and Benefits
Objective: Compensation

NEW QUESTION # 206

Which of the following activities makes sure that the products or services are available at times of peak customer demand?

- A. Scheduling
- B. Capacity
- C. Operations

- D. Production

Answer: A

Explanation:
Answer option D is correct. Chapter: Business Management and Strategy Objective: Organizations

NEW QUESTION # 207
Which of the following is best used to identify development needs that support employment forecasting strategies?

- A. Workforce planning
- B. Succession planning
- C. Engagement surveys
- D. Performance evaluation

Answer: A

Explanation:
Workforce planningidentifiesfuture talent needs,internal gaps, and strategies for closing those gaps. It ties directly toforecastingby projecting roles, competencies, and headcounts needed to meet business growth or transformation goals.
Extract from HRCI-aligned HR knowledge (Talent Planning and Acquisition):
SPHR-level professionals are expected to lead "strategic workforce planning initiatives that align current capabilities with future organizational needs." It is aforward-looking toolessential forplanning development and staffing strategies.

NEW QUESTION # 208
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