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The Professional in Human Resources (SPHR) certification exam is a globally recognized certification for human resource professionals who have mastered the strategic and policy-making aspects of HR management. Offered by the HR Certification Institute (HRCI), the SPHR certification indicates that an individual has the knowledge and expertise necessary to lead HR initiatives and drive business results. The Professional in Human Resources (SPHR) certification exam is designed for experienced HR professionals who have at least four years of experience in a professional-level HR position and a master's degree or higher, or at least seven years of experience in a professional-level HR position and a bachelor's degree.

The Professional in Human Resources (SPHR) certification exam is a highly respected and prestigious credential for HR professionals. SPHR Exam is administered by the HR Certification Institute (HRCI), which is the largest HR certification organization in the world. The SPHR exam is designed to test the knowledge, skills, and abilities of HR professionals who have at least seven years of experience in the field.

The SPHR certification exam covers a broad range of topics that are essential for HR professionals to understand. These topics include strategic planning, employee relations, compensation and benefits, HR development, and risk management. SPHR exam is designed to ensure that HR professionals have a comprehensive understanding of these topics and can apply their knowledge to real-world situations.

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## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q119-Q124):**

### **NEW QUESTION # 119**

Jan is the HR Professional for your organization. An employee within the organization has filed a charge with the EEOC that discrimination has been done by your organization against her. The EEOC has investigated the case and has found that there is no reasonable cause against your company. The person filing the charge, however, still believes that discrimination has occurred. How long does this person have, to file a lawsuit against your company?

Once the EEOC has found that there is no reasonable cause, the complainant cannot file a lawsuit to sue.

- A. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 180 days of the EEOC's findings.
- B. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 30 days of the EEOC's findings.
- C. Once the EEOC has found that there is no reasonable cause, the complainant cannot file a lawsuit to sue.
- **D. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 90 days of the EEOC's findings.**

### **Answer: D**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option C is correct.

Once the EEOC has found that there is no reasonable cause, the complainant still has the right to file a private lawsuit against your company. The person is to file the lawsuit, however, within 90 days. The EEOC will send their findings to the employer and the complainant along with a right to sue letter -explaining the individual's rights to sue.

Answer option A is incorrect. The complainant can still seek to sue within 90 days.

Answer option D is incorrect. The complainant can still seek to sue within 90 days, not 30 days.

Answer option B is incorrect. The complainant can still seek to sue within 90 days, not 180 days.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-

44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

### **NEW QUESTION # 120**

All of the following statements about employment at-will are true except which one?

- A. The employee may resign at any time, with or without notice.
- **B. The employer may terminate the employee for cooperating with an SEC investigation.**
- C. The employer may terminate the employee at any time for any reason.
- D. The employer may withdraw an offer of employment after the employee has accepted the position and resigned another job.

### **Answer: B**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option B is correct.

The public-policy exception to the at-will doctrine prevents an employer from terminating an employee who is cooperating in a government investigation of wrongdoing. Options D and B are elements of at-will employment. Option C would also be allowed based on the at-will doctrine but could be affected by other common-law doctrines.

### NEW QUESTION # 121

Which of the following is used to determine current market trends and competition for different skills and knowledge and to assist the employer in setting pay levels?

- A. Salary survey
- B. Gross pay
- C. Base pay
- D. Job evaluation

**Answer: A**

Explanation:

Explanation/Reference:

Answer option C is correct.

A salary survey is used to determine current market trends and competition for different skills and knowledge and to assist the employer in setting pay levels.

Answer option B is incorrect. Job evaluation is an objective mechanism used to determine the worth of different jobs to the company.

Answer option D is incorrect. Gross pay is the amount earned by an employee before taxes are pending.

Answer option A is incorrect. Base pay is the foundation of an employer's compensation program because it reflects the value placed on individual jobs by the organization.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

### NEW QUESTION # 122

As a Senior HR Professional, you should be familiar with non-monetary rewards that your company provides for its employees. Which of the following is an example of non-monetary reward?

- A. Satisfaction from challenging and exciting assignments
- B. On-site cafeteria
- C. Esteem from working with other talented people
- D. Cash compensation

**Answer: B**

Explanation:

Reference: "<http://www.catalogs.com/info/b2b/non-monetary-rewards-in-theworkplace.html>"

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

### NEW QUESTION # 123

DRAG DROP

Drag and drop the types of Qualified Deferred Compensation Plans that correspond to their descriptions.

Select and Place:

**Answer:**

Explanation:

Explanation/Reference:

The following are the types of Qualified Deferred Compensation Plans:

Defined Benefit Plan: A defined benefit plan is one in which the employer provides a pension for employees based on a formula.

Defined Contribution Plan: A defined contribution plan relies on contributions from employees and employers to fund IRAs.

- Profit Sharing Plan: A profit sharing plan allows employers to contribute deferred compensation based on a percentage of company earnings each year.
- Money Purchase Plan: A money purchase plan uses a fixed percentage of employee earnings to defer compensation.

## NEW QUESTION # 124

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