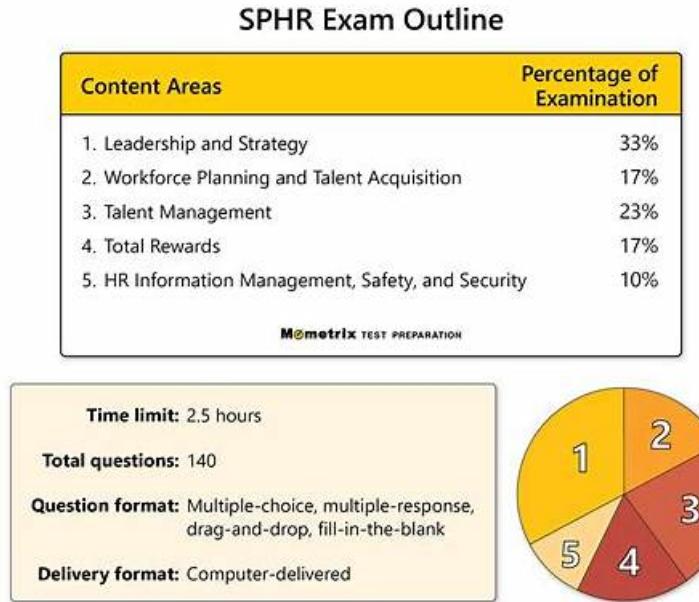


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q200-Q205):

NEW QUESTION # 200

A manager must choose someone to work over the weekend shift over a national holiday. He decides that Mary should work the weekend shift because she is from India and likely doesn't celebrate the national holiday. This is an example of what type of discrimination?

- A. Disparate impact
- B. **Disparate treatment**
- C. This is not discrimination, but selective scheduling
- D. Adverse political capital

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 # 201

Yolanda is an HR Professional for her organization that has 250 employees. Yolanda is working with Thomas, a manager in the company. Thomas reports that Carrie, one of his staff members, will be leaving the organization for a leave absence due to a pregnancy issue. Thomas wants to know if he can terminate Carrie's employment because she won't be able to complete her work due to the pregnancy issue. What's the best answer for this scenario?

- A. Yolanda should tell Thomas that Carrie's employment can be terminated as the organization does not meet the Pregnancy Discrimination Act with 500 minimum employees.
- B. Yolanda should tell Thomas that Carrie's employment can be terminated as pregnancy issues are not allowable time away from the organization
- C. Yolanda should tell Thomas that Carrie must return to work within 28 days or the organization can assume that Carrie has resigned.
- D. **Yolanda should tell Thomas that Carrie must be treated the same way as any other temporarily disabled employee.**

Answer: D

Explanation:

Explanation/Reference:

Answer option C is correct.

Under the Pregnancy Discrimination Act of 1978, organizations must treat employees that are temporarily unable to complete their jobs due to pregnancy, the same way the organization would treat any other temporarily disabled employee.

Answer option D is incorrect. Thomas can't terminate Carrie's employment because of pregnancy.

Answer option A is incorrect. The Pregnancy Discrimination Act actually applies to organizations with 15 or more employees.

Answer option B is incorrect. There is no 28-day time limit to the requirements of the Pregnancy Discrimination Act.

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 # 202

The ability of an employee to use multiple skill sets on the job represents which of the following job- enrichment activities?

- A. Task identity
- B. **Skill variety**
- C. Job rotation

- D. Task variety

Answer: B

Explanation:

Explanation/Reference:

Answer option B is correct.

Skill variety is one of many job-enrichment activities introduced by J.R. Hackman. Enriching the work of employees can lead to greater job satisfaction and retention. Task variety (D), task identity (C) and job rotation (A) are other job enrichment activities that allow employees to vary their job tasks, identify the whole of the work produced, and be cross-trained in multiple functions. See Chapter 5 for more information.

Chapter: Human Resource Development

Objective: Talent Management

NEW QUESTION # 203

During a merger, an HR manager will be strategically involved by:

- A. supporting legal compliance.
- **B. performing due diligence.**
- C. reviewing contractual agreements.
- D. assessing strategic fit.

Answer: B

Explanation:

During a merger, HR is strategically involved by performing due diligence (C). At the SPHR level, HR due diligence is critical to identifying people-related risks, liabilities, and integration challenges that directly affect deal value.

HR due diligence includes assessing workforce demographics, compensation and benefits obligations, labor relations issues, leadership capability, culture, compliance risks, and talent retention concerns. These insights inform integration planning and executive decision-making.

Assessing strategic fit (B) is primarily an executive responsibility. Reviewing contracts (A) and legal compliance (D) are important but more tactical.

SPHR exam content highlights HR due diligence as a core strategic contribution in mergers and acquisitions.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (MandA; due diligence).

* HRCI SPHR Study Guide - HR's strategic role in mergers and acquisitions.

NEW QUESTION # 204

As an SPHR you know that it's important for the management to show recognition for employees that have gone above and beyond what's expected of them. For rewards and recognition to be useful, the employees must be interested in the recognition. What other factor must be true?

- A. The recognition must be swift.
- B. The recognition must be monetary.
- **C. The recognition must be genuine.**
- D. The recognition must be public.

Answer: C

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Organizations

NEW QUESTION # 205

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