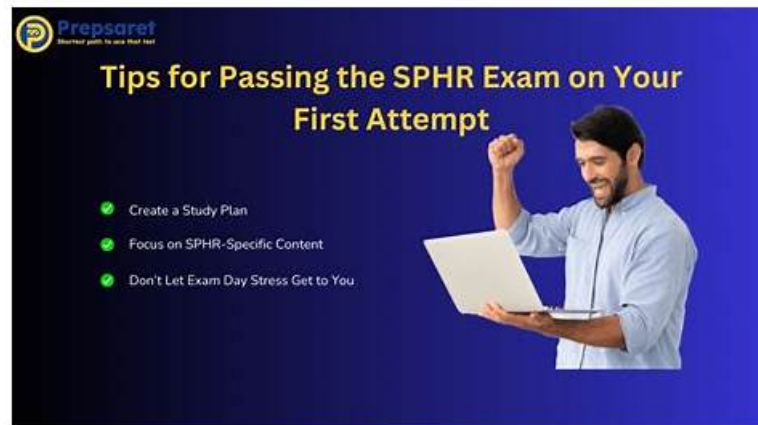


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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q248-Q253):

### NEW QUESTION # 248

Measuring staffing needs against sales volume could be done most effectively by using which of the following techniques?

- A. A ratio
- B. A multiple linear regression
- C. A simulation model
- D. A simple linear regression

**Answer: D**

Explanation:

Section: Volume B

Explanation/Reference:

Answer option B is correct.

A simple linear regression measures one variable against another. Multiple linear regression (A) measures more than one variable against others. A ratio (D) compares one number to another. A simulation model uses a computer program (C) to predict the possible outcomes of different business scenarios. See Chapters 2 and 4 for more information.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Qualitative and Quantitative Analysis

**NEW QUESTION # 249**

The FLSA defined the maximum work week for nonexempt employees as \_\_\_\_\_ hours per week.

- A. 0
- B. 1
- C. 2
- D. 3

**Answer: A**

Explanation:

Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

**NEW QUESTION # 250**

A business professional must plan on the direction and mission of the organization. Questions that direct the business ask where is the business now, where does the business want to go, how will the business get there, and how will we know when it has arrived. What term is assigned to this business introspection?

- A. Vision
- B. Mission building
- C. Planning
- D. Strategic planning

**Answer: D**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

These questions are all indicative of strategic planning.

Answer option A is incorrect. While this is a form of planning, this isn't the best answer for the question.

Answer option B is incorrect. Mission building happens as the business is in its startup phase of the organizational life cycle.

Answer option D is incorrect. Vision is linked to the mission of the company. It's the image and model the founder and executives see for the organization.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

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: Strategy

**NEW QUESTION # 251**

A board of directors can have an inside director and an outside director. What is an inside director?

- A. It is an employee that serves as the director for the corporation's board, but also has operational responsibilities, such as the CEO or CFO.
- B. It is an employee that also serves as the director for the corporation's board.
- C. It is the director of the corporation's board that also started the corporation.
- D. It is an employee that has been hired by the company to be the director of the board.

**Answer: A**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

Of all the choices, A is the best answer. An inside director of the board also serves as an operation lead in the corporation, such as the CEO or CFO. An outside director is someone who is not employed by the corporation and does not have operation responsibilities.

Answer option C is incorrect. This answer is technically correct, but it is not the best choice for the question.

Answer options B and D are incorrect. These aren't valid definitions of an inside director.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

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: Corporate Governanc

### NEW QUESTION # 252

Your organization is likely to be purchased by a competitor. The Management has asked you, in confidence, to complete environmental scanning to determine the effects of the purchase on your organization's culture, customers, and employees. What is environmental scanning?

- A. Environmental scanning is an internal review of an external catalyst.
- B. Environmental scanning is a review of the opportunities and threats that a condition may have on an organization.
- C. Environmental scanning is the process of assessing the effects of an organization change on both macro and micro elements in an organization.
- D. Environmental scanning is a review of the cultural achievability of a new project, organizational change, or market influence on at least three factors in an organization.

**Answer: B**

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Three: Strategic Management. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Strategy

### NEW QUESTION # 253

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