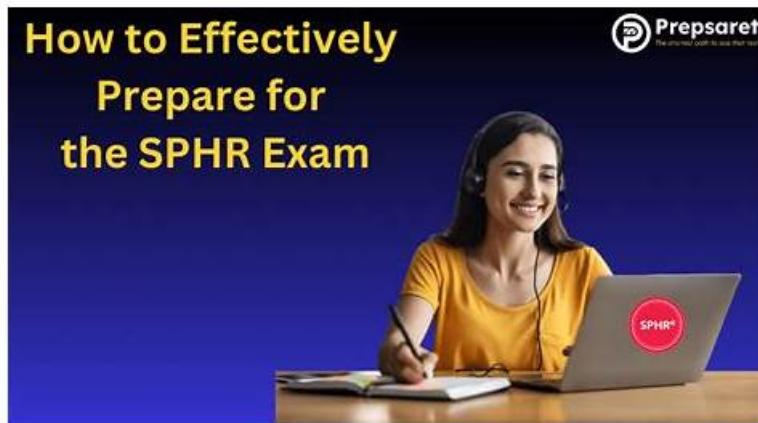# Get Latest Reliable SPHR Dumps Book and Pass Exam in First Attempt

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Learning knowledge is not only to increase the knowledge reserve, but also to understand how to apply it, and to carry out the theories and principles that have been learned into the specific answer environment. Studying for attending The Professional in Human Resources (SPHR) exam pays attention to the method. The good method often can bring the result with half the effort, therefore we in the examination time, and also should know some test-taking skill. The SPHR Quiz guide on the basis of summarizing the past years, found that many of the questions, the answers have certain rules can be found, either subjective or objective questions, we can find in the corresponding module of similar things in common.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q194-Q199):

NEW QUESTION # 194
Which of the following identifies individuals within the organization who have the talent and ability to move into management and executive positions?

- A. Succession plan
- B. Performance plan
- C. Reengineering
- D. Restructuring strategy

Answer: A

Explanation:
Answer option C is correct.

Chapter: Workforce Planning and Employment
Objective: Staffing Programs

NEW QUESTION # 195
What is an Excelsior list?

- A. A list of all employees in the bargaining unit provided by the employer to the union within 7 days of the scheduling of an election by the NLRB
- B. A list of the employees who do not want the union to represent them
- C. A list of all employees in the bargaining unit provided by the union to the employer within 7 days of the scheduling of an election by the NLRB
- D. A list of the employees who have signed authorization cards for the union

Answer: A

Explanation:
Explanation/Reference:
Answer option B is correct.
Once an election has been scheduled, the employer must provide a list, known as an Excelsior list, containing the names and address of all employees in the bargaining unit determined by the NLRB. See Chapter 7 for more information.
Chapter: Employee and Labor Relations
Objective: Union Organization

NEW QUESTION # 196
Which of the following creates a variety of affirmative action obligations for employers with federal government contracts?

- A. Department of Labor (DOL)
- B. Equal Employment Opportunity Commission (EEOC)
- C. Vietnam Era Veterans Readjustment Assistance Act (VEVRAA)
- D. Office of Federal Contract Compliance Programs (OFCCP)

Answer: C

Explanation:
Section: Volume E
Explanation/Reference:
Answer option D is correct.
Chapter: Workforce Planning and Employment
Objective: Federal Employment Legislation

NEW QUESTION # 197
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. An employee survey
- B. A skip-level interview
- C. A brown-bag lunch
- 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 # 198

One of the requirements of the Uniformed Services Employment and Reemployment Rights Act of 1994 is that employers must grant a leave of absence for military service. Typically, how long must an employer grant leave to the individual for military service?

- A. One year
- B. Two weeks
- C. Seven years
- D. Five years

Answer: D

Explanation:
Section: Volume C
Explanation/Reference:
Answer option B is correct.
The employer must grant coverage for up to five years for the individual. There are certain conditions that can extend the coverage beyond five years, but this is the typical amount.
Answer option D is incorrect. Two weeks is not a valid answer for this question.
Answer option C is incorrect. One year is not valid, as the correct amount is five years.
Answer option A is incorrect. The typical leave is up to five years, though there are some conditions that may require the leave beyond five years.
Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5. Chapter
7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:
978-1-586-44149-4, Section III, The US Body of Knowledge.
Chapter: Employee and Labor Relations
Objective: Federal Employment Legislation

NEW QUESTION # 199

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