

# SPHRi Test Sample Questions & SPHRi Exam Sample Online

 **SPHRi Questions and Answers Set**

**01. Which of the following is a characteristic of effective HR data governance?**

- a) Ensuring data accuracy and integrity
- b) Allowing unrestricted access to HR data
- c) Ignoring data privacy and confidentiality
- d) Relying solely on subjective opinions

**Answer:** a

**02. Which HR function is responsible for designing and implementing training programs?**

- a) Recruitment and selection
- b) Training and development
- c) Compensation and benefits
- d) Performance management

**Answer:** b

**03. Which of the following laws establishes minimum standards for retirement plans in private industry?**

- a) Americans with Disabilities Act (ADA)
- b) Family and Medical Leave Act (FMLA)
- c) Occupational Safety and Health Act (OSHA)
- d) Employee Retirement Income Security Act (ERISA)

**Answer:** d

HRCI HR Senior Professional in Human Resources - International Certification Practice Exam

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## **HRCI Senior Professional in Human Resources - International Sample Questions (Q176-Q181):**

### **NEW QUESTION # 176**

Which of the following is NOT an injury or illness prevention plan required by OSHA?

- A. Emergency action plan
- **B. Sanitation plan**
- C. Fire prevention plan
- D. Safety and health management plan

**Answer: B**

Explanation:

OSHA does not require businesses to create a sanitation plan, though the act does require businesses to meet certain standards in this regard. OSHA does require emergency action, safety and health management, and fire prevention plans. These plans must include a summation of company policy, the process for communicating this policy, record-keeping protocols, and identification of relevant officials.

### **NEW QUESTION # 177**

Byron wants to analyze the relationship between the size of the holiday advertising budget and sales. Which analytical strategy will he use?

- A. Ratio
- B. Multiple linear regression
- C. Trend analysis
- **D. Simple linear regression**

**Answer: D**

Explanation:

Byron will use a simple linear regression. A simple linear regression is good for examining the relationship between variables. In this case, Byron wants to look at the relationship between the advertising budget and sales. A trend analysis, on the other hand, focuses on a single variable. A ratio considers the relationship between two variables, but it is more aimed at establishing a traditional benchmark than in learning more about the relationship. Finally, a multiple linear regression analyzes the relationships among more than two variables.

### **NEW QUESTION # 178**

A new employee enters the training room and notices that the seats have been arranged in a banquet style. What can the new employee expect to do during the training session?

- A. Fill out a questionnaire.
- B. Take notes.
- **C. Work in a small group.**
- D. Watch a video.

**Answer: C**

Explanation:

The new employee can expect to work in a small group during the training session. In banquet-style seating, participants are placed in small groups around several tables. They will be able to turn and face a single presenter if necessary, but they will probably be spending most of their time interacting with their tablemates.

### **NEW QUESTION # 179**

A human resources professional is putting together a training session, during which employees will be expected to complete a number of small group activities. What type of seating would be most effective for this training session?

- A. Classroom
- B. Theater
- **C. Banquet**
- D. Chevron

**Answer: C**

Explanation:

Banquet-style seating, in which groups of employees will be arranged at tables, is best for a training session with small group activities. Classroom-style seating is best if the employees will simply be facing the front of a room and listening to a speaker. Chevron-style seating is best for a combination of activities that include video presentations and group interaction. Theater-style seating accommodates the largest number of people and also works well for various presentations.

**NEW QUESTION # 180**

A company recently went through an organizational and employee development (OED) intervention. How can HR help the company promote and support adherence to the new processes?

- A. Utilize HRIS to track data.
- B. Support leaders through ongoing training and development initiatives.
- C. Establish a mentorship program
- **D. Ensure new processes and goals are reflected in performance reviews.**

**Answer: D**

Explanation:

HR professionals can support adherence to new processes by incorporating goals that reflect those processes into performance reviews. Performance objectives should be transparent and easy for employees to understand. They should also reflect the new goals and responsibilities that resulted from the change initiative.

**NEW QUESTION # 181**

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