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HRCI- SPHR Practice Exam Questions with Answers 2024

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership
- D. Authoritarian leadership

✓ B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment
- D. None, because it's consensual

✓ C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

The international gas utility company for which you direct HR does not have an organized health and safety program for its workers. What should be your first step?

- A. Focus on becoming compliant with international, federal, state, and local safety standards.
- B. Identify the employees who are most at risk and begin safety efforts with them.
- C. Obtain approval for a company-wide incentive program based on zero accidents or injuries.
- D. Meet with the workers' compensation brokers to assess the costs of lack of a safety program.

See the answer

✓ B. In this high-risk industry, it would be prudent for human resources to begin building a safety program for those workers who are most at risk. This effort may include data collection, incentives, and compliance efforts as part of the overall intervention strategy.

The food distribution center for which you work has seen an increase in the number of loading-dock workers reporting ankle injuries. What strategy would be most effective to reduce or eliminate the risk?

- A. Require employees to wear high-top steel-toed work boots.
- B. Review the injury records for patterns of unsafe behaviors.
- C. Conduct a root-cause analysis with a committee made up of dock workers.

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q118-Q123):

NEW QUESTION # 118

Which performance appraisal method would be used most effectively in a large, geographically dispersed organization with many similar jobs?

- A. Forced ranking
- B. Field review
- C. Behaviorally anchored rating system
- D. Critical incident

Answer: C

Explanation:

Explanation/Reference:

Answer option D is correct.

The BARS system is used most effectively in organizations when a number of jobs have similar duties.

Because it is expensive and time-consuming to implement, an organization must have enough resources available to develop the program. Critical-incident appraisal tools (B) are most effectively used by managers who have daily interaction with subordinates. Forced ranking (C) is best for use in organizations with fewer than 100 employees because it becomes unwieldy for large groups. Field reviews (A) are conducted by someone other than a direct supervisor.

Chapter: Human Resource Development

Objective: Review Questions

NEW QUESTION # 119

An organization would like to hire a 15-year old for some duties in their business. Which one of the following rules would be breaking the requirements of the child labor provisions of the FLSA?

- A. 18 hours per school week
- B. 4 hours per school day
- C. Non-school hours only
- D. 8 hours in a non-school day

Answer: B

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

Employers are only allowed to employ 15 year olds, a maximum of three hours per school day, not more.

Answer option B is incorrect. A 15-year old may work only in non-school hours.

Answer option D is incorrect. A 15-year old may work no more than eight hours on a non-school day.

Answer option C is incorrect. The maximum a 15-year old may work is 18 hours per school week.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 120

What is the most effective method of performance evaluation?

- A. A forced-ranking process
- B. A continuous-feedback process

- C. A field-review process
- D. A behaviorally anchored rating-scale process

Answer: B

Explanation:

Explanation/Reference:

Answer option B is correct.

A continuous-feedback review process is most effective because it provides immediate feedback to employees, enabling them to correct performance issues before they become major problems. In a field review (A), reviews are conducted by someone other than the direct supervisor. Forced ranking (C) is an evaluation method in which all employees are listed in order of their value to the work group. The BARS process (D) identifies the most important job requirements and creates statements that describe varying levels of performance. See Chapter 5 for more information.

Chapter: Human Resource Development

Objective: Performance Appraisal

NEW QUESTION # 121

Nancy is an HR Professional who likes to use directive interviews when interviewing prospective employees. Which one of the following is most indicative of a directive interview?

- A. Nancy has a predefined set of interview questions that she may, or may not ask of all candidates.
- B. Nancy allows the candidate to guide the interview and offer as much information as possible about the candidate's experience and qualifications.
- C. Nancy allows the candidate to guide some of the interview, but keeps the interview within boundaries of a defined set of questions.
- **D. Nancy has a predefined set of interview questions that she will ask of all candidates.**

Answer: D

Explanation:

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: Staffing Programs

NEW QUESTION # 122

Data integrity, employment practices liability insurance, OSHA, and workplace violence policies are all examples of which of the following HR functions?

- **A. Risk management**
- B. Workforce planning and employment
- C. EEO
- D. Employee relations

Answer: A

Explanation:

Explanation/Reference:

Answer option D is correct.

Risk management has influence that goes beyond the traditional safety role of HR, often influencing other HR functions such as EEO compliance (C), workforce planning (A) and employee relations (B). It revolves around removing or mitigating business risks, whether they are internal or external, or data- or employee- driven. See Chapters 4, 7, and 8 for more information.

Chapter: Risk Management

Objective: Risk Management

NEW QUESTION # 123

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