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**HRCI-SPHR PRACTICE EXAM**  
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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 - ACCURATE ANSWERS ✓✓

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 - ACCURATE ANSWERS ✓✓

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.

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The SPHR exam is a computer-based exam that consists of 150 multiple-choice questions. SPHR exam is administered at Pearson VUE testing centers around the world. SPHR exam is four hours long, and candidates must score a minimum of 500 points out of 800 to pass the exam. SPHR exam fee is \$475 for HRCI members and \$575 for non-members.

To be eligible for the SPHR exam, candidates must have at least four years of experience in a professional-level HR position, or a combination of education and experience that equals four years. Additionally, candidates must have a master's degree or higher, or a bachelor's degree and five years of experience in a professional-level HR position. SPHR Exam consists of 150 multiple-choice questions and takes approximately three hours to complete.

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The SPHR Certification is a valuable asset for HR professionals who are looking to advance their careers. The Professional in Human Resources (SPHR) certification demonstrates to employers that the candidate has the knowledge and skills necessary to excel in a leadership role within the HR field. The Professional in Human Resources (SPHR) certification can also lead to increased job opportunities and higher salaries.

### **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q97-Q102):**

#### **NEW QUESTION # 97**

Which of the following is provided by the companies to their employees who are called to work before or after their scheduled work hours?

- A. Base pay
- B. Shift premium
- C. Reporting pay
- D. Call-back pay

#### **Answer: D**

Explanation:

Answer option D is correct.

Chapter: Compensation and Benefits

Objective: Compensation

#### **NEW QUESTION # 98**

Management and human resource professionals must be aware of unlawful interference with union activities. One such method to remember what employers may do is called the TIPS approach. What does TIPS mean?

- A. TIPS refers to the four actions employers cannot legally do: threaten, investigate, police, and spy
- B. TIPS refers to the four actions employers cannot legally do: terminate, investigate, promise, and segregate
- C. TIPS refers to the four actions employers cannot legally do: terminate, instigate, police, and sever
- D. TIPS refers to the four actions employers cannot legally do: threaten, interrogate, promise, and spy

#### **Answer: D**

Explanation:

Explanation/Reference:

Answer option B is correct.

TIPS refers to the four actions employers cannot legally do: threaten, interrogate, promise, and spy.

Answer options D, C, and A are incorrect. These are not valid definitions of TIPS. TIPS means that an employer cannot threaten, interrogate, promise, and spy.

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: Labor Relations

#### **NEW QUESTION # 99**

When an employer is charged with a discrimination complaint the EEOC can do one of four actions against the employer. Which one of the following is not one of the four EEOC actions?

- A. Investigate it
- **B. Prosecute it**
- C. Settle it
- D. Dismiss it

**Answer: B**

Explanation:

Section: Volume B

Explanation

Explanation/Reference:

Answer option A is correct.

The four actions the EEOC may do in regard to the alleged discrimination are to investigate it, settle it, mediate it, or dismiss it.

Answer option C is incorrect. The EEOC may elect to investigate a charge of alleged discrimination.

Answer option D is incorrect. The EEOC may elect to settle a charge of alleged discrimination.

Answer option B is incorrect. The EEOC may elect to dismiss a charge of alleged discrimination.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-

44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

**NEW QUESTION # 100**

In which of the following situations was the HR manager incorrect in their handling of FMLA medical certification?

- A. None of the above options were incorrect.
- B. The employer disagreed with the certification by the employee's doctor, so it paid to have the employee seen by a second provider.
- **C. The employee was given 5 calendar days to provide medical certification.**
- D. The employer had its own medical certification that it used, but it contained information identical to the DOL's WH-380 form.

**Answer: C**

Explanation:

Explanation/Reference:

Answer option B is correct.

Under the FMLA, employees must be given at least 15 calendar days to obtain appropriate medical certification. Under certain conditions, employers may request a secondary exam, and employers are allowed to use their medical certification form provided it conforms to the requirements of the DOL's form WH-380.

Chapter: Compensation and Benefits

Objective: Review Questions

**NEW QUESTION # 101**

Your organization is comprised of various functional units, such as sales, marketing, IT, and manufacturing. When projects are created in this structure, the project team members often come from all functional areas of the organization and may work on several projects at a time. What type of organization structure are you likely operating within?

- A. Blended
- **B. Matrix**
- C. Functional
- D. Projectized

**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.

## NEW QUESTION # 102

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