

100% Pass 2026 SPHR: Marvelous The Professional in Human Resources (SPHR) Latest Test Report

SPHR (PHR)Professional in Human Resources Certification (ASSESSMENT TEST)

According to the WARN Act, an employer with 200 employees is required to provide 60 days notice of a mass layoff when which of the following is true - answer C. the WARN Act requires employers to provide 60 days notice when 500 employees or 33 percent of the workforce are laid off, and it requires the number to be counted over a period of 90 days. 5 employees a week for 3 months is a total of 65 employees (5 employees times 13 weeks) which is 33 percent of the workforce) SEE Chp 4

An employee has come forward with an allegation of quid pro quo harassment by her supervisor. As the HR manager, you are responsible for investigation the complaint. The supervisor in question is someone with whom you have become quite friendly. In this case, who is the best person to conduct the investigation? - answer D. In this case, the organization will be best served by a third party investigator. The most important consideration in an investigation of sexual harassment is that the investigator is seen as credible and impartial. SEE Chp 2 & 8

As of July 24, 2009, the federal minimum wage is set at which of the following? - answer B. \$7.25 per hour which became effective a year after the minimum wage of \$6.25 on July 24, 2008. SEE Chp 6

During the union organizing process, how is the bargaining unit determined? - answer C. The National Labor Relations Board (NLRB) determine which jobs will be included in the bargaining unit based on the "community of interest" shared by the requirements of the jobs. SEE Chp 2

The motivation theory that suggests people are motivated by the reward they will receive when they succeed and that they weigh the value of the expected reward against the effort required to achieve it is known as what? - answer A. VROOM explains his theory with three terms: Expectancy (the individual's assessment of their ability to achieve the goal), Instrumentality (whether the individual believes they are capable of achieving the goal), and Valence (whether the anticipated goal is worth the effort required to achieve it) SEE Chp 2 & 5

What is the most effective method of performance evaluation? - answer B. 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. SEE Chp 5

Which of the following is an example of nonqualified deferred compensation plan? - answer A. An excess deferral plan makes up the difference between what an executive could have contributed to a qualified plan if there had not been a limit on contributions and how much was actually contributed because of the discrimination test required by ERISA. These plans are nonqualified because they are not protected by ERISA; they are limited to a small group of executives or highly compensated employees. SEE Chp 6

Which of the following is an example of a passive training method? - answer C. Distance learning is similar to a lecture in that a presenter provides information to a group of participants but does not require active participation. SEE Chp 2 & 5

What is the purpose of the OSHA consulting service? - answer A. OSHA consultants provide free services to assist employers in identifying workplace hazards and the standards that apply in their workplaces. The consulting service requires employers to abate any hazards that are identified during the consultation but does not fine them for violations. To receive a free consultation, employers must agree to advise OSHA of changes in operating processes that may require additional consultations. SEE Chp 8

One purpose of a diversity initiative is to do what? - answer B. Increase the effectiveness of an already diverse

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q10-Q15):

NEW QUESTION # 10

According to Knowles, there are five key assumptions about how adults learn. One of the assumptions is the learner's readiness to learn. Which of the following statements is best associated with the assumption of the learner's readiness to learn?

- A. I understand why I need to learn this.
- B. I'm ready to learn this because what I learn will help me function better in some way.
- C. I've got lots of valuable experience that I want to draw upon to help me as I learn.
- D. What I learn today will help me solve problems at my workplace tomorrow.

Answer: B

Explanation:

Section: Volume B

Explanation/Reference:

Answer option C is correct.

This statement is an assumption of the learner's readiness to learn. If the assumption proves false, the learning may not occur.

Answer option D is incorrect. The statement "I understand why I need to learn this" is an assumption that the learner understands the need to know the course material.

Answer option A is incorrect. The statement "What I learn today will help me solve problems at my workplace tomorrow" is an example of the assumption of the learner's orientation to learning.

Answer option B is incorrect. The statement "I've got lots of valuable experience that I want to draw upon to help me as I learn" is an example of the assumption of the learner's experience.

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

Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Adult Learning Processes and Learning Styles

NEW QUESTION # 11

Employee Weingarten rights established which of the following?

- A. Employers may not deny a nonunion worker's request for representation during an investigatory hearing.
- B. Union employees have the right to have a union representative present at an investigatory interview.
- C. Employees have the right to consult with an attorney post-discipline.
- D. Employers have the right to deny the presence of a co-worker in an investigatory interview.

Answer: B

Explanation:

Answer option B is correct. Weingarten rights were upheld by the NLRB, establishing that union workers have the right to representation in any meeting that may amount to an investigatory interview that could lead to disciplinary action. These rights do not currently apply to nonunion workers (A). Any employee has the right to consult with an attorney post-discipline, and employers do not have the right to deny representation to union workers (D, A) in a meeting that may result in discipline. Chapter: Employee and Labor Relations Objective: Review Questions

NEW QUESTION # 12

Which one of the following statements is true of a hostile work environment?

- A. A hostile work environment may be created when an individual witnesses the ongoing harassment of a co-worker.
- B. A grievance procedure/policy against discrimination protects employers from hostile work environment claims.
- C. When a single incident of unwanted touching occurs, a hostile work environment has been created.
- D. Only a supervisor can create a hostile work environment.

Answer: A

Explanation:

Explanation/Reference:

Answer option D is correct.

A co-worker who witnesses the ongoing harassment of another individual may have an actionable claim of a hostile work environment. A single incident of unwanted touching (C), unless it is particularly offensive or intimidating, will not reach the threshold of a hostile work environment established by the courts. A hostile work environment may be created by any individual in the workplace, including customers, vendors, or visitors, in addition to supervisors or co-workers (A). In the case of *Meritor Savings Bank v. Vinson*, the Supreme Court held that the mere existence of a grievance procedure and antiharassment policy (B) does not necessarily protect an employer from hostile work environment claims. See Chapter 7 for more information.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

NEW QUESTION # 13

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

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

Answer: C

Explanation:

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 # 14

An entitlement culture is appropriate for a business that needs what type of workforce?

- **A. One that continues to show productivity increases over time**
- B. One that is highly competitive in completing daily assignments
- C. One that has a skill set that's in high demand
- D. One that has a line of sight to retirement

Answer: A

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

An entitlement culture rewards longevity in the job. If increased productivity is a function of time on the job, an entitlement culture will encourage employees to stay with the company. Line of sight (A) occurs when employees know that their performance impacts their pay. A highly competitive workforce (D) is more likely to exist in a pay-for-performance culture. A workforce with a highly desired skill set (C) would be better served by a pay-for-performance culture.

Chapter: Compensation and Benefits

Objective: Review Questions

NEW QUESTION # 15

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