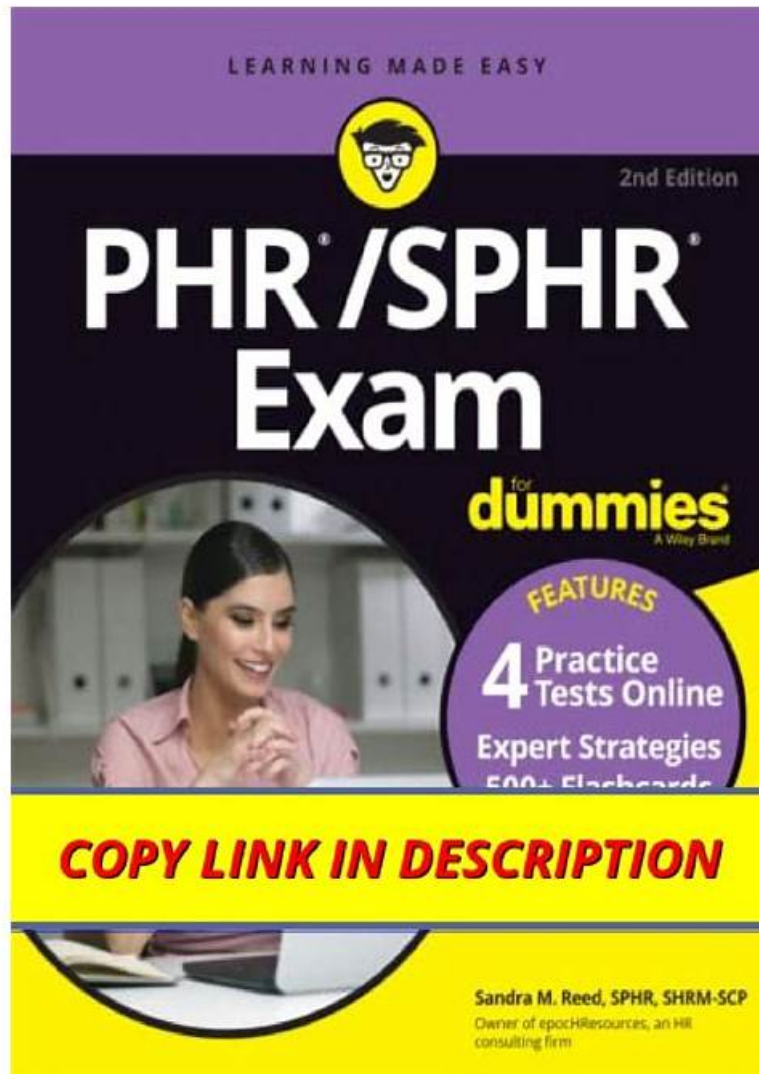


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q39-Q44):

NEW QUESTION # 39

Tax withholding is to the _____ stage of the employment life cycle as COBRA benefits are to the _____ stage of the employment life cycle.

- **A. Beginning, ending**
- B. Pre-, post
- C. Beginning, middle
- D. Pre-, mid-

Answer: A

Explanation:

Explanation/Reference:

Answer option C is correct.

The life cycle of all compensation-related employment records is marked by specific data collection and documentation.

Understanding what documents are required at each stage will allow HR to properly plan for security, updates, retention, and destruction. The other answers are not reflected in the organizational life cycle.

Chapter: Compensation and Benefits

Objective: Review Questions

NEW QUESTION # 40

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

Answer: C

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A 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 C is incorrect. Two weeks is not a valid answer for this question.

Answer option D is incorrect. One year is not valid, as the correct amount is five years.

Answer option B 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 # 41

Martha is the HR Professional for her organization and she's working with her team to complete non- quantitative job evaluations. Martha wants to stress the available types of non-quantitative job evaluation techniques that are appropriate for her team to be communicated to managers. Which one of the following is not a non-quantitative job evaluation technique that Martha should share?

- A. Job classification
- **B. Factor comparison**
- C. Job slotting
- D. Whole job ranking

Answer: B

Explanation:

Section: Volume D

Explanation/Reference:

Answer option B is correct.

Factor comparison is a quantitative job evaluation technique that identifies specific compensable factors and then establishes level of performances within each of those compensable factors.

Answer option C is incorrect. Whole job ranking is a non-quantitative job evaluation technique where jobs are ranked from lowest to highest.

Answer option D is incorrect. Job classification is a non-quantitative job evaluation technique where jobs are categorized into different levels.

Answer option A is incorrect. Job classification is a non-quantitative job evaluation technique that sorts new jobs into an existing job hierarchy.

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 # 42

As a Senior HR Professional, you must be familiar with certain legal terms, laws, and regulations that affect how you and others operate in the workplace. One term is protected class. Which of the following statements best describes a protected class?

- A. A group of people who share a race and who are protected from discrimination and harassment on the basis of that race.
- B. A group of people who share a common characteristic and who are exempt from discrimination regulations on the basis of that shared characteristic.
- **C. A group of people who share a common characteristic and who are protected from discrimination and harassment on the basis of that shared characteristic.**
- D. A group of people who do not share a common characteristic and who are not protected from discrimination and harassment on the basis of that shared characteristic.

Answer: C

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four:

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

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 43

Which of the following Supreme Court cases found that an employer can be held liable for the sexual harassment of its employees?

- A. Meritor Savings Bank v. Vinson
- **B. Burlington Industries v. Ellerth**
- C. Payne v. The Western & Atlantic Railroad Company

[illegible]

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