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3. PHR/SPHR Exam for Dummies by Sandra M. Reed.

If you thought mastering the SPHR exam concepts is difficult, you probably have not checked out this helpful guide. Studying with the PHR/SPHR Exam for Dummies gives you the best chance of passing your SPHR evaluation easily because that's what it's designed to achieve. By studying using this material, you will have the courage to face your actual exam, the confidence to dispense your roles easily, and the knowledge to become an indispensable team player. Particularly, it is a two-in-one book that works wonders for PHR and SPHR Exam candidates. With detailed explanations, useful practice test questions, and comprehensive answers, this handbook is designed to give you an edge over your competitors even in practical situations. Recently, it has been updated to cover all the SPHR functional areas. This means it is now one of the best options for the SPHR exam prep, only bettered according to the official study curriculum. For newcomers, you won't find a guide so easy to use like this PHR/SPHR Exam for Dummies.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q55-

Q60):

NEW QUESTION # 55

The human resource professional fulfills three core roles in any organization. These three roles help propel the company's success. Which of the following statements best describes the roles of an HR professional?

- A. Human resource professionals fulfill legal, operational, and administrative roles.
- B. Human resource professionals fulfill strategic, operational, and logistical roles.
- C. Human resource professionals fulfill functional, operational, and logistical roles.
- **D. Human resource professionals fulfill strategic, operational, and administrative roles.**

Answer: D

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Business Management and Strategy Objective: Organizations

NEW QUESTION # 56

Participants in a training program are asked to log in to a website at their convenience, watch a video lecture, and take a quiz. This is an example of which of the following types of training?

- A. Mobile learning
- B. The Delphi technique
- C. Vestibule
- **D. Asynchronous**

Answer: D

Explanation:

Answer option A is correct. Asynchronous training is self-paced training that typically occurs using computer-based tools. Although timelines for completion may be preestablished (such as specifying that all assignments must be submitted no later than 11:59 p.m. Sunday evening), students typically are able to set their own schedule for when they engage in learning the material. Vestibule training is a form of OJT (C), mobile learning (D) is a type of e-learning that occurs typically through mobile devices, and the Delphi technique (B) is a decision making or forecasting activity that relies on a group of experts to reach a consensus. Chapter: Human Resource Development Objective: Review Questions

NEW QUESTION # 57

Beth is an HR Professional for her organization and she has been alerted by management that the company will be outsourcing a large portion of operations. This outsourcing will likely cause several employees to lose employment with the organization. Which of the following is the best course of action that Beth can take in regard to communicating with the employees about the outsourcing change?

- A. Document all questions and create exact, formal answers in writing with management's approval.
- B. Do not share the details of the outsourcing decision.
- **C. Be honest and truthful and do not hide the facts.**
- D. Refer all questions about the outsourcing decision to management.

Answer: C

Explanation:

Explanation/Reference:

Answer option D is correct.

Beth should be honest and truthful and not hide the facts of the outsourcing decision.

Answer option C is incorrect. Beth should not hide the details, but keep employees in the loop on the decision.

Answer option B is incorrect. Beth need not pass the decision onto management as her being the HR Professional is the point of contact for employee communications.

Answer option A is incorrect. Documenting the questions with exact management-approved answers is not the best choice

presented.

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

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

Chapter: Business Management and Strategy

Objective: Strategic Management

NEW QUESTION # 58

Which of the following Acts provides protection to workers in the event of mass layoffs or plant closings?

- A. BLBA
- **B. WARN**
- C. FECA
- D. OSHA

Answer: B

Explanation:

Explanation/Reference:

Answer option A is correct.

The WARN Act was passed by Congress to provide protection to workers in the event of mass layoffs or plant closings. According to the act, 60 days advance notice is given to either the individual worker or their union representatives. The purpose of providing time to workers is to obtain new employment or training before the loss of their jobs. This act is administered by the department of labor, and enforced through the federal court.

Answer option B is incorrect. The Black Lung Benefits Act (BLBA) is a law that provides benefits to coal miners who have been disabled by pneumoconiosis as a result of their work in the mines. Benefits are also paid to surviving dependents if the miner dies from the disease.

Answer option D is incorrect. OSHA stands for Occupational Safety and Health Administration. OSHA is an agency of the United States Department of Labor. It was created by Congress of the United States under the Occupational Safety and Health Act, signed by President Richard M Nixon, on December 29, 1970. Its mission is to prevent work-related injuries, illnesses, and occupational fatality by issuing and enforcing standards for workplace safety and health. The agency is headed by a Deputy Assistant Secretary of Labor. OSHA issues guidelines and regulations for the safe use of a computer.

Answer option C is incorrect. Federal Employees Compensation Act (FECA) is a law that provides rules for compensation benefits to federal employees for work-related injuries or illnesses. FECA contains legal provision for giving compensation to their surviving dependents if a work-related injury or illness results in the employee's death.

Chapter: Workforce Planning and Employment

Objective: Organization Exit/Off-Boarding Processes

NEW QUESTION # 59

As an HR Professional, you must sometimes terminate employees from your organization. When an employee is terminated, there must be a just cause or a good cause for the termination. Which one of the following is not a valid just cause for the employee's termination?

- **A. Whether the employee is a member of a protected class**
- B. Whether reasonable "proof" of the violation existed, or was obtained through investigation
- C. Whether the employee was warned in advance
- D. Whether the rule has been applied consistently

Answer: A

Explanation:

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: Employee Relations

