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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q157-Q162):

NEW QUESTION # 157

A corporate manager regularly participates in discussion boards with a group of peers and one-on-one emails with a development specialist. He is mostlikely engaged in which of the following development activities?

- A. Peer-to-peer coaching
- B. Mentoring
- C. Virtual coaching
- D. Leadership coaching

Answer: C

Explanation:

Explanation/Reference:

Answer option D is correct.

Virtual coaching is one method of leadership development. Used as part of overall coaching activities, it employs multiple sources of electronic media to reinforce management development. See Chapter 5 for more information. Mentoring (A), Peer to peer (B) and Leadership coaching (C) all primarily take place in a face-to-face setting.

Chapter: Human Resource Development

Objective: Talent Management

NEW QUESTION # 158

One purpose of a diversity initiative is to do what?

- A. Increase the effectiveness of the workforce
- B. Increase the organization's ability to attract customers
- C. Increase workplace creativity
- D. All of the above

Answer: A

Explanation:

Answer option D is correct. The purpose of a diversity initiative is to increase the effectiveness of an already diverse workforce by educating the employee population about the benefits of a diverse workforce, which includes increased creativity (C) and an enhanced ability to attract customers (A). See Chapter 2 for more information. Chapter: Human Resource Development Objective: Unique Employee Needs

NEW QUESTION # 159

Calculate the training cost per employee using the following data: \$2,000 for the training design and facilitator; \$2,500 for the facility; 20 full-time employees (40 hours per week) and 10 part-time employees (20 hours per week).

- A. \$300
- B. \$150
- C. \$200
- D. \$180

Answer: D

Explanation:

Answer option C is correct. Training cost per employee is calculated by dividing the total of all associated training costs by the number of full-time equivalent employees. The proper calculation is \$4,500 divided by 25 full-time equivalent employees. Chapter: Human Resource Development Objective: Review Questions

NEW QUESTION # 160

John is the HR Professional for his organization. He is interviewing Sally for a sales position, and he has asked Sally to provide an instance of how she worked with a tough customer in the past, how she resolved the situation, and what the outcome of the experience was. This is what type of interviewing technique?

- A. Directive interview
- B. Stress interview
- C. Behavior-based interview
- D. Prescreen interview

Answer: C

Explanation:

Answer option C is correct. This is a classical example of the behavior-based interview. Sally will need to tell a story to John about her past experiences with a difficult customer and what the outcome of the situation was. Answer option B is incorrect. A stress interview deliberately creates a stressful environment to test the candidate's response in the stress. Answer option A is incorrect. A prescreen interview is used to determine which candidates qualify for the job requirements and to make decisions if additional interviews are needed. Answer option D is incorrect. A directive interview is where the HR Professional controls the interview process through a predefined set of questions for all interviewees. Chapter: Workforce Planning and Employment Objective: Staffing Programs

NEW QUESTION # 161

The lawsuit *Oncale v. Sundowner Offshore Service, Inc.* is a unique sexual harassment case. What was the relevance of this case which makes it unique to human resource professional?

- A. It is the first sexual harassment case that awarded a woman over \$1,000,000.
- B. It is a sexual harassment case that was actually a fictitious account of harassment.
- **C. It is a sexual harassment case that was brought about by a man being harassed by men.**
- D. It is a sexual harassment case that was brought about by a man being harassed by women.

Answer: C

Explanation:

Explanation/Reference:

Answer option D is correct.

The *Oncale v. Sundowner Offshore Service, Inc.* is the Supreme Court case that found that sexual harassment under Title VII was written to protect women, should be applicable to both sexes.

Answer options B, A, and C are incorrect. These aren't valid answers for the case. It was a lawsuit that centered on a man being sexually harassed by other men in the workforce.

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 # 162

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