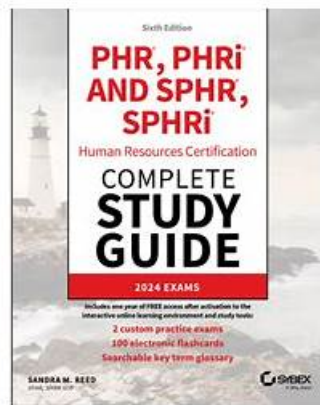


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q77-Q82):

NEW QUESTION # 77

The ability of an employee to use multiple skill sets on the job represents which of the following job-enrichment activities?

- A. Skill variety
- B. Job rotation
- C. Task variety
- D. Task identity

Answer: A

Explanation:

Answer option B is correct. Skill variety is one of many job-enrichment activities introduced by J.R. Hackman. Enriching the work of employees can lead to greater job satisfaction and retention. Task variety (D), task identity (C) and job rotation (A) are other job enrichment activities that allow employees to vary their job tasks, identify the whole of the work produced, and be cross-trained in multiple functions. See Chapter 5 for more information. Chapter: Human Resource Development Objective: Talent Management

NEW QUESTION # 78

The Taft-Hartley Act, also known as the Labor Management Relations Act, addressed unions and engaged in certain types of secondary boycotts. What is a secondary boycott?

- A. It is additional boycotts against companies that do business with a company which the union is boycotting.
- B. It is two or more boycotts by two or more union-backed organizations against one company.
- C. It is an effort to create more than one boycott on an organization, on two or more revenue streams.
- **D. It is an effort to convince others to stop doing business with a particular organization that is the subject of a primary boycott.**

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.

A second boycott is an effort to convince others to stop doing business with a particular organization that is the subject of a primary boycott.

Answer options C, D, and A are incorrect. These are not valid definitions of a secondary boycott.

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: Labor Relations

NEW QUESTION # 79

As an HR Professional, you must recognize and be aware of several pieces of legislation that affect your performance as an HR Professional. The National Labor Relations Board identified five categories of unfair labor practices. Which one of the following is not one of the five categories of unfair labor practices?

- A. To interfere, restrain, or coerce employees in the exercise of their rights to engage in concerted or union activities or refrain from them.
- **B. To refuse individuals to organize and meet for the potential labor union creation process.**
- C. To dominate or interfere with the formation or administration of a labor organization.
- D. To discriminate against employees for engaging in concerted or union activities or refraining from them.

Answer: B

Explanation:

Section: Volume B

Explanation/Reference:

Answer option B is correct.

The employer is not obligated to provide meeting facilities to employees wishing to create a labor union.

Answer options A, C, and D are incorrect. These are among the five unfair labor practices.

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: Labor Relations

NEW QUESTION # 80

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?

- **A. The employer lays off 5 employees a week for 3 months.**
- B. A major client unexpectedly selects a new vendor for the company's products, and the company lays off 75 employees.
- C. A flood requires that one of the plants be shut down for repairs, and 55 employees are laid off.
- D. The employer is seeking additional funding and will lay off 70 employees if the funding falls through.

Answer: A

Explanation:

Explanation/Reference:

Answer option C is correct.

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. Five employees a week for 3 months is a total of 65 employees (5 employees times 13 weeks), which is 33 percent of the workforce. The three exceptions are the "faltering company exception" (A) when knowledge of a layoff will negatively impact the company's ability to obtain additional funding, the "unforeseeable business circumstance" (B) when unexpected circumstances occur, and the "natural disaster" (D) exception. See Chapter for more information.

Chapter: Workforce Planning and Employment

Objective: Organization Exit/Off-Boarding Processes

NEW QUESTION # 81

Mary is in an interview with the BAH Company and she asks the company about the stability of the company and its future plans. Tom, the interviewer, assures Mary that the company is solid and has long-term plans for growth and opportunity. Tom, however, knows that the plant and position that Mary is interviewing for will be closed in six months. Tom offers Mary the position of plant manager because he needs someone to manage the facility until they close the plant, but he doesn't tell Mary of his plans. This is an example of which of the following?

- **A. Fraudulent misrepresentation**
- B. Constructive discharge
- C. Respondeat superior
- D. Defamation

Answer: A

Explanation:

Section: Volume G

Explanation/Reference:

Answer option B is correct.

Tom is committing fraudulent misrepresentation as Mary has asked about the well-being of the company.

Tom knows the plant will be closing and just needs a manager for the plant for the next six months. He hires Mary without telling her this news and implies that the company has a commitment to Mary for a long time.

Answer option C is incorrect. A constructive discharge is a workplace environment which is so hostile that the employee feels obligated to quit.

Answer option D is incorrect. The Latin phrase respondeat superior means "let the master answer." It means the employer can be held liable for the actions of the employee.

Answer option A is incorrect. Defamation happens when an employer or employee tries to defame the reputation of the other during or after a termination process. For example, an employer may give negative references about the terminated employee.

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 # 82

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