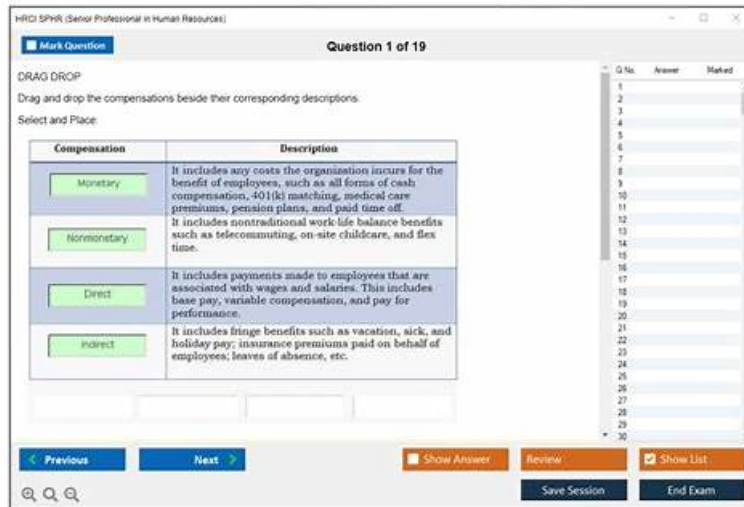


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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q46-Q51):

### NEW QUESTION # 46

Which of the following contains legal provisions for giving compensation to surviving dependents if a work-related injury or illness results in the employee's death?

- A. BLBA
- B. FECA

- C. FLSA
- D. OSHA

**Answer: B**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

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.

Answer option A 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 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. The Fair Labor Standards Act (FLSA) defines a list of jobs not suitable for children between the ages of 16 and 18.

Chapter: Risk Management

Objective: Risk Assessment

#### NEW QUESTION # 47

Which of the following is an example of a nonqualified deferred-compensation plan?

- A. A cash-balance plan
- **B. An excess-deferral plan**
- C. A money-purchase plan
- D. A target-benefit plan

**Answer: B**

Explanation:

Explanation/Reference:

Answer option A is correct.

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. A target-benefit plan (B) is a hybrid with elements of defined-benefit and money-purchase plans. A money-purchase plan (C) defers a fixed percentage of employee earnings. A cash-balance plan (D) combines elements of defined-benefit and defined-contribution plans. See Chapter 6 for more information.

Chapter: Compensation and Benefits

Objective: Benefits

#### NEW QUESTION # 48

Which of the following damages an individual's reputation in the community?

- **A. Defamation**
- B. Quid pro quo
- C. Vicarious liability
- D. Constructive Discharge

**Answer: A**

Explanation:

Answer option C is correct.

Chapter: Employee and Labor Relations Objective: Federal Employment Legislation

#### NEW QUESTION # 49

A church has announced a position for a new minister. One of the requirements of the new minister, however, is that this person be a member of the faith of the church that is hiring. This is an example of which of the following in regard to Title VII?

- A. Violation of Title VII religious requirements for employment
- **B. Bona fide occupational qualification**
- C. Piece-rate system
- D. Violation of the Title VII requirements not to discriminate employment based on religion

**Answer: B**

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 # 50

Frank is a manager in his organization and he wants his team to take charge of actions, duties, and work to be completed. Frank would like to delegate more duties to this team to show that he trusts them in their work. If Frank does this what must he also do for the team?

- A. Review their work to see their performance
- B. Add safeguards to the decisions to review their choices before they're enforced
- **C. Allow the team to act without waiting for his approval**
- D. Review their decisions to see their effectiveness

**Answer: C**

Explanation:

Explanation/Reference:

Answer option C is correct.

Delegating authority is more than delegating responsibility. If Frank truly wants to delegate authority he should set boundaries and then let the team act accordingly without waiting for his approval or opinion.

Answer option A is incorrect. This is ideal in any environment, even those without delegation of authority to the project team.

Answer option D is incorrect. Frank can review the team's decisions, but this isn't the best choice for the scenario.

Answer option B is incorrect. Adding safeguards to review the team's decisions doesn't really delegate the duties of the team.

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: Labor Relations

#### NEW QUESTION # 51

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