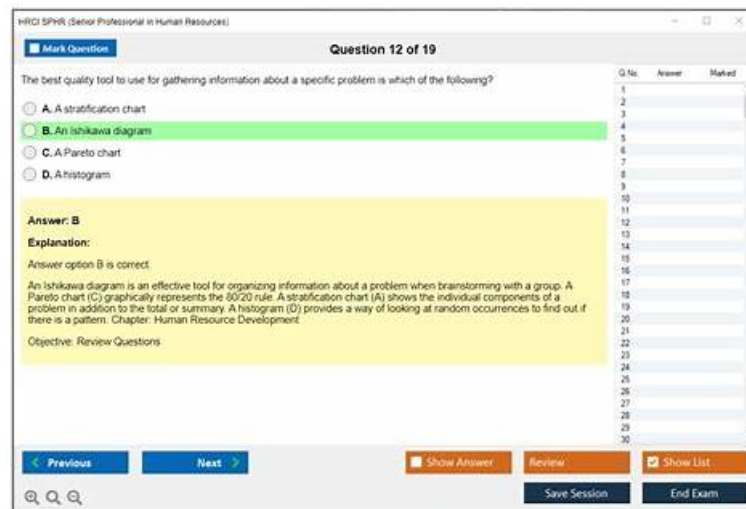


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q125-Q130):

NEW QUESTION # 125

Which of the following is required by the Economic Growth and Tax Relief Reconciliation Act of 2001?

- A. Allows employers to contribute a percentage of company earnings to retirement plans each year
- **B. Allows employees older than 50 to make catch-up contributions to retirement accounts**
- C. Requires pension plans to account for employee contributions separately from employer contributions
- D. Requires employer pension contributions to be funded on a quarterly basis

Answer: B

Explanation:

Answer option C is correct. EGTRRA made changes to pension contribution limits and allows employees older than 50 to make catch-up pension contributions. See Chapter 6 for more information. Chapter: Compensation and Benefits Objective: Benefits

NEW QUESTION # 126

The Occupational Safety and Health Administration is to the Occupational Safety and Health Act as the National Labor Relations Board is to which of the following?

- A. The Norris-La Guardia Act
- B. The Labor-Management Relations Act
- C. The Labor-Management Reporting and Disclosure Act
- **D. The National Labor Relations Act**

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.

The NLRB was established by the NLRA to enforce provisions of the act related to conducting elections and preventing unfair labor practices. The LMRA, LMRDA and the Norris-La Guardia Act (D, C, A) are all examples of legislation influencing the application of unions in the workplace.

Chapter: Employee and Labor Relations

Objective: Review Questions

NEW QUESTION # 127

In the evaluation phase, the _____ evaluation method focuses on how well the training resulted in learning new skills and competencies.

- A. Behavior
- B. Results
- C. Reaction
- **D. Learning**

Answer: D

Explanation:

Answer option C is correct. The learning evaluation method focuses on how well the training resulted in learning new skills. The reaction evaluation method (D) focuses on participant reactions. The behavior evaluation method (B) measures on-the-job behavior changes as a result of training, and the results evaluation method (A) measures organizational results. Of the four methods, the results evaluation method is considered the most valuable for the organization. Chapter: Human Resource Development Objective: Review Questions

NEW QUESTION # 128

The FLSA requires employers to pay nonexempt employees for time spent where?

- **A. At work reading a book while waiting for an assignment**
- B. At home while waiting to be called to work
- C. Attending a voluntary training program
- D. Commuting to work

Answer: A

Explanation:

Section: Volume B

Explanation/Reference:

Answer option C is correct.

A nonexempt employee who is waiting for an assignment while at work must be paid for the time spent waiting.

See Chapter 6 for more information.

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 129

Mark is a contractor for the CleanSweep Chimney Company. When the CleanSweep Chimney Company has work that they can't manage they'll send Mark to the customer site to quote on the work based on their standardized fees and complete the work on their behalf. The company will pay Mark for his time. Mark, however, often tells the home owners what the CleanSweep Chimney Company will charge, but he can personally do the job for less than the CleanSweep Chimney Company. What is this an example of?

- A. Breach of duty of loyalty
- B. Bait and switch
- C. Breach of duty of obedience
- D. Breach of duty of diligence

Answer: A

Explanation:

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. 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 # 130

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