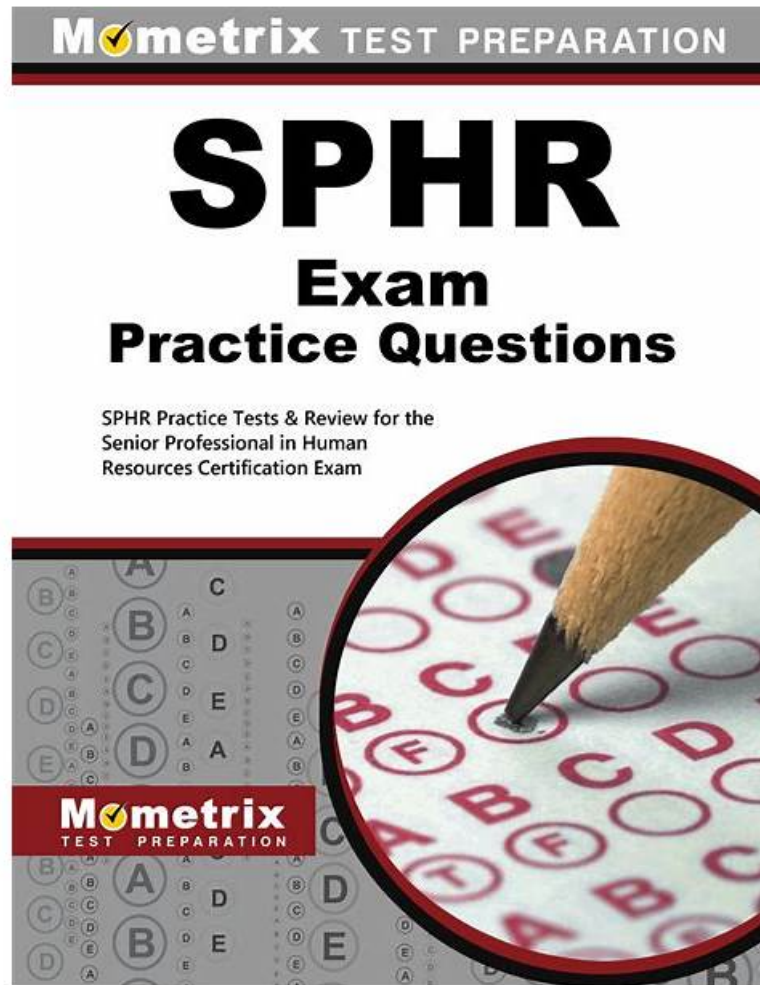


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q108-Q113):

NEW QUESTION # 108

Which of the following groups have not been identified for protection under the Americans with Disabilities Act as it relates to substance abuse?

- A. Recovering addicts
- B. Current abusers of alcohol
- **C. Current users of illegal drugs**
- D. Current users of legal drugs

Answer: C

Explanation:

Answer option C is correct. Current users of illegal drugs are specifically excluded from protection under the ADA. The ADA, however, does not require that an employer retain any employee whose substance abuse—regardless of the status or type of substance—represents a serious safety risk to themselves or others. Recovering addicts are protected by the ADA. And, depending on certain conditions, users of legal substances such as alcohol or prescription drugs may be protected by the ADA. Chapter: Risk Management Objective: Review Questions

NEW QUESTION # 109

Beth is a HR Professional for her organization and she's discussing the risk of growing her organization's business. What is risk and why would it be considered in HR for organizational growth?

- **A. Risk is an uncertain event or condition that may help or hinder an organization. Adding employees can help positive risks or amplify negative risk events.**
- B. Risk is an adverse event that can halt, hinder, or hurt the objectives of a business.
- C. Risk is an uncertain event or condition that can have a positive or negative effect on the goals of an organization.
- D. Risk is a negative event that an organization must consider when adding new employees to grow a company.

Answer: A

Explanation:

Explanation/Reference:

Answer option D is correct.

Risk is uncertain - and in uncertainty lies opportunity. When an organization looks to grow and new employees may be added to the business, new employees can bring risk to the organization's operations, goals, and endeavors.

Answer option A is incorrect. This is a correct definition of risk, but it does not address the human resource-related risk events.

Answer option B is incorrect. Risk can be positive or negative, not just adverse.

Answer option C is incorrect. Risk isn't always negative. Risk can be positive or negative.

Reference: PHR Exam prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter 8: Risk Management.

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

Chapter: Risk Management

Objective: Risk Identification

NEW QUESTION # 110

An organization has over 5,000 employees who are members of a union. The employees, however, are no longer happy with the union's performance and they would like to decertify the union from their representation. Who will decertify the union in this instance?

- A. The union official if fifty percent of the employees sign off on the decertification
- B. Management of the employees
- C. The National Labor Relations Board
- D. The employees

Answer: C

Explanation:

Section: Volume B

Explanation/Reference:

Answer option B is correct.

Certification and decertification of union representation is managed by the National Labor Relations Board.

Answer option A is incorrect. Management does not decertify the union; the NLRB does.

Answer option D is incorrect. The employees can demand the change if they have 30 percent of the employee signatures.

Answer option C is incorrect. The union doesn't decertify the employees; the NLRB does.

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 # 111

Which of the following focuses on building systems that retain corporate knowledge accessible as needed by the organization?

- A. Succession plan
- B. Program management
- C. Knowledge management
- D. Talent management

Answer: C

Explanation:

Explanation/Reference:

Answer option A is correct.

Chapter: Human Resource Development

Objective: Federal Employment Legislation

NEW QUESTION # 112

Which of the following is best defined as a benefit plan that uses an actuarial formula to calculate the contribution amount needed to reach a predetermined benefit amount at retirement?

- A. Target benefit plan
- B. Profit sharing plan
- C. 401(k) plan
- D. Money purchase plan

Answer: A

Explanation:

Section: Volume C

Explanation/Reference:

Answer option D is correct.

The target benefit plan uses a predetermined amount, or target amount, to calculate contributions needed to reach the amount by a

Objective: Total Rewards Defined

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