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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q65-

## Q70):

### NEW QUESTION # 65

When does double breasting occur?

- A. A neutral employer performs work that is normally done by striking employees.
- **B. An employer has two businesses, one union and one nonunion, that do substantially the same work but have different management, equipment, and customers.**
- C. An employer has two companies that are substantially identical.
- D. Two businesses perform operations that are part of the same product.

**Answer: B**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option D is correct.

Double breasting occurs when an employer has two companies that are separate and distinct from each other but do the same type of work, and one company is union while the other is nonunion. This occurs most often in the construction industry when contractors have two different crews for bidding on union and nonunion jobs. An alter ego employer has two substantially identical businesses (B). The ally doctrine describes work that is done by a neutral employer while another business is shut down by a strike (A). A straight-line operation is one in which two businesses perform operations that complement each other's operations (C). If one business is struck, the other may be as well because they are engaged in a single economic enterprise.

Chapter: Employee and Labor Relations

Objective: Review Questions

### NEW QUESTION # 66

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

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

**Answer: A**

Explanation:

Answer option C is correct.

Chapter: Employee and Labor Relations Objective: Federal Employment Legislation

### NEW QUESTION # 67

Nancy is creating training manual for her organization. She wants to use a photo as the course cover, but you think the photo is likely protected under copyright laws. How long does copyright protection last for photos?

- A. The lifetime of the photographer, plus 50 years
- B. 100 years from the date the photo was taken
- **C. The lifetime of the photographer, plus 70 years**
- D. The lifetime of the photographer

**Answer: C**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

Copyrights last for the lifetime of the creator, plus 70 years. Nancy may need to obtain permission to use the photo in the training manual.

Answer option A is incorrect. Copyright lasts for the lifetime of the author, plus 70 years - not just the lifetime of the photographer.

Answer option B is incorrect. Copyright lasts for the lifetime of the author, plus 70 years - not 50 years.

Answer option D is incorrect. Copyright lasts for the lifetime of the author, plus 70 years - not just 100 years total.  
Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5. Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Human Resource Development

Objective: Federal Employment Legislation

#### NEW QUESTION # 68

The most common reason for the failure of organizational-change initiatives is which of the following?

- A. The strategic plan was not communicated to employees.
- B. There was no training system in place.
- C. Employees were not prepared for the change.
- D. Organization leaders did not support the change.

**Answer: C**

Explanation:

Answer option B is correct. The most common reason for the failure of change initiatives is that people were not prepared for the change and given time to assimilate the reasons for the change. Failing to communicate a change in strategic direction (C) as the basis for organization changes in and of itself will not lead to failure of a change initiative. Leaders who do not support change (D) do have an influence on employees, but that factor alone is not the most common reason for failure. The absence of a training system (A) may negatively impact the change process, but it is not the most common reason for failure. Chapter: Human Resource Development  
Objective: Review Questions

#### NEW QUESTION # 69

Which of the following is an example of a passive training method?

- A. Distance learning
- B. Self-study
- C. Demonstration
- D. Vestibule training

**Answer: A**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option B is correct.

Distance learning is similar to a lecture in that a presenter provides information to a group of participants but does not require active participation. Vestibule training (D) is a form of simulation training. Demonstration (A) is an experiential training method. Self-study (C) is an active training method. See Chapters 2 and 5 for more information.

Chapter: Human Resource Development

Objective: Talent Management

#### NEW QUESTION # 70

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