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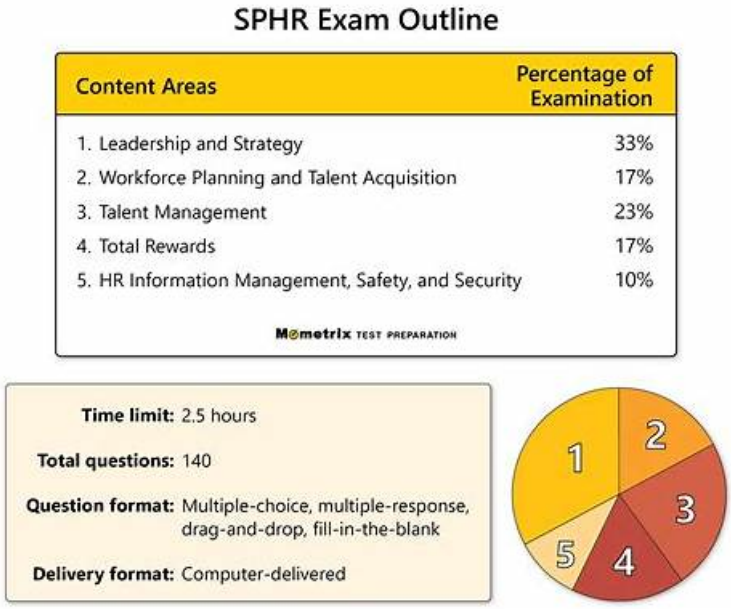

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q261-Q266):

NEW QUESTION # 261
It's important for an instructor to have clarity of presentation. Which of the following statements is an example of clarity of presentation?

- A. Provide refreshments for the classroom participants.
- B. Host the learning session in the morning.
- C. Adjust the lights for optimal learning.
- D. Use real-world examples for the learning process.

Answer: D

Explanation:
Explanation/Reference:
Answer option A is correct.
The best choice is that the instructor would use real-world examples.
Answer option B is incorrect. While refreshments may be appreciated, this isn't an example of clarity of presentation.
Answer option C is incorrect. Hosting the learning session in the morning, or other times, is not directly related to the instructor's clarity of presentation.
Answer option D is incorrect. Lighting is important for the classroom environment, but isn't the best example of the instructor's clarity of presentation.
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: Organization Development

NEW QUESTION # 262
All of the following statements about employment at-will are true except which one?

- A. The employee may resign at any time, with or without notice.
- B. The employer may terminate the employee for cooperating with an SEC investigation.
- C. The employer may withdraw an offer of employment after the employee has accepted the position and resigned another job.
- D. The employer may terminate the employee at any time for any reason.

Answer: B

Explanation:
Explanation/Reference:
Answer option B is correct.
The public-policy exception to the at-will doctrine prevents an employer from terminating an employee who is cooperating in a government investigation of wrongdoing. Options D and B are elements of at-will employment. Option C would also be allowed based on the at-will doctrine but could be affected by other common-law doctrines.
Chapter: Employee and Labor Relations
Objective: Review Questions

NEW QUESTION # 263
Which of the following processes is taken to reduce the risk?

- A. Risk transfer
- B. Risk acceptance
- C. Risk avoidance
- D. Risk mitigation

Answer: D

Explanation:
Section: Volume G
Explanation/Reference:

Answer option D is correct.
Chapter: Risk Management
Objective: Risk Management

NEW QUESTION # 264
e FLSA defined the maximum work week for nonexempt employees as _____ hours per week.

- A. 0
- B. 1
- C. 2
- D. 3

Answer: C

Explanation:
Explanation/Reference:
Answer option C is correct.
Chapter: Compensation and Benefits
Objective: Total Rewards Defined

NEW QUESTION # 265
Conducting an inventory of organizational capabilities allows HR to:

- A. Link compensation to current employee productivity
- B. Create risk-management protocols
- C. Plan future recruitment needs
- D. Verify demand for capital expenditures

Answer: C

Explanation:
Aninventory of organizational capabilitieshelps HR identify current skills, experience levels, and future needs. This directly informsrecruitment planningby highlighting where skill gaps exist or are projected.
Extract from HRCI-aligned HR knowledge (Talent Planning and Acquisition):
SPHR frameworks emphasize that "conducting a skills inventory and workforce capability audit enables proactive recruitment strategy development and succession planning." This helps alignsupply with projected organizational demand.

NEW QUESTION # 266
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