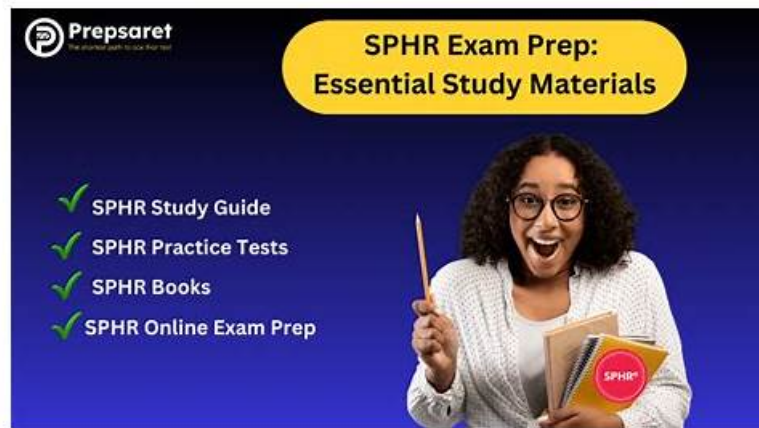


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q174-Q179):

NEW QUESTION # 174

You are the Senior HR Professional for your organization and you're leading a workshop on HR practices for your department. Your first topic is the Davis Bacon Act. What did the Davis Bacon Act accomplish?

- A. It established the minimum retirement age of 65.
- B. It abolished the requirements for workers to be forced to retire.
- C. It established the minimum working age to be 15.
- **D. It was the first legislation to regulate minimum wages.**

Answer: D

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

The Davis Bacon Act in 1931 was the first piece of legislation to establish the minimum wage.

Answer options A and D are incorrect. The Davis Bacon Act did not address the retirement age.

Answer option B is incorrect. The Davis Bacon Act did not establish the minimum age to allow people to begin employment.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 175

Which of the following pension options best serves an organization that has a practice of hiring mid-career workers with high mobility?

- **A. Defined contribution**
- B. Traditional IRA
- C. Defined benefit
- D. Rabbi trust

Answer: A

Explanation:

A defined contribution plan (C) best serves organizations that hire mid-career workers with high mobility

. At the SPHR level, benefit plan design must align with workforce demographics and employment patterns.

Defined contribution plans-such as 401(k) plans-are portable, allowing employees to retain and transfer accumulated retirement savings as they move between employers. This portability is highly attractive to mobile, mid-career professionals who do not expect long-term tenure with a single organization.

Defined benefit plans (B) reward long service and are less valuable to employees who change employers frequently. Traditional IRAs (A) are individually established and not employer-sponsored pension plans.

Rabbi trusts (D) are used for nonqualified deferred compensation for executives, not broad employee retirement coverage.

SPHR exam content stresses that effective total rewards strategies consider workforce mobility, retention patterns, and employee preferences, making defined contribution plans the most appropriate option in this scenario.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Total Rewards (retirement plans).

* HRCI SPHR Study Guide - Matching retirement plan design to workforce demographics.

NEW QUESTION # 176

The most effective HR functions spend more time on:

- A. implementing analytical tools to deliver results.
- **B. high-priority business activities.**
- C. refining transactional activities.
- D. developing recruitment plans to attract top talent.

Answer: B

Explanation:

The most effective HR functions spend more time on high-priority business activities (C). At the SPHR level, HR effectiveness is defined by its contribution to organizational strategy and outcomes, not by operational volume.

High-performing HR functions focus on activities such as workforce planning, leadership development, change management, culture alignment, and strategic talent initiatives. These activities directly enable execution of business strategy and differentiate HR as a value-adding partner.

Transactional activities (B) should be streamlined or automated. Analytical tools (A) are enablers, not ends in themselves.

Recruitment planning (D) is important but represents only one component of strategic HR.

SPHR exam content emphasizes that HR maturity is measured by strategic focus, not administrative efficiency alone.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (HR transformation; strategic contribution).

* HRCI SPHR Study Guide - Characteristics of high-performing HR functions.

NEW QUESTION # 177

Which of the following addresses the way a physical environment is designed and how efficient and safe that design is for the people in that environment?

- **A. Ergonomics**
- B. Mine Safety and Health Act (MSHA)
- C. Drug-Free Workplace Act
- D. Fair Labor Standards Act (FLSA)

Answer: A

Explanation:

Answer option A is correct.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 178

Which of the following scenarios best represents respondeat superior?

- **A. An employee hits another vehicle with a company's car and your company is sued.**
- B. A terminated employee creates web posts about your company that aren't true.
- C. A manager promises an employee a job for life if she continues her good performance.
- D. An employee gives a hefty discount to a friend.

Answer: A

Explanation:

Section: Volume D

Explanation/Reference:

Answer option D is correct.

Respondeat superior is a Latin phrase that means "let the master answer", which basically means a company can be found liable for the actions of their employees. When an employee hits another vehicle with the company's car the company could be found liable for the damages caused.

Answer option A is incorrect. The hefty discount could be a form of "sweethearting" or it may be allowed.

There's not enough information to know for certain, but this isn't an example of respondeat superior.

Answer option C is incorrect. A promise of continued employment for good performance could be an example of an express contract.

Answer option B is incorrect. When a terminated employee writes negative things about the company it's likely a case of defamation.

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 # 179

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