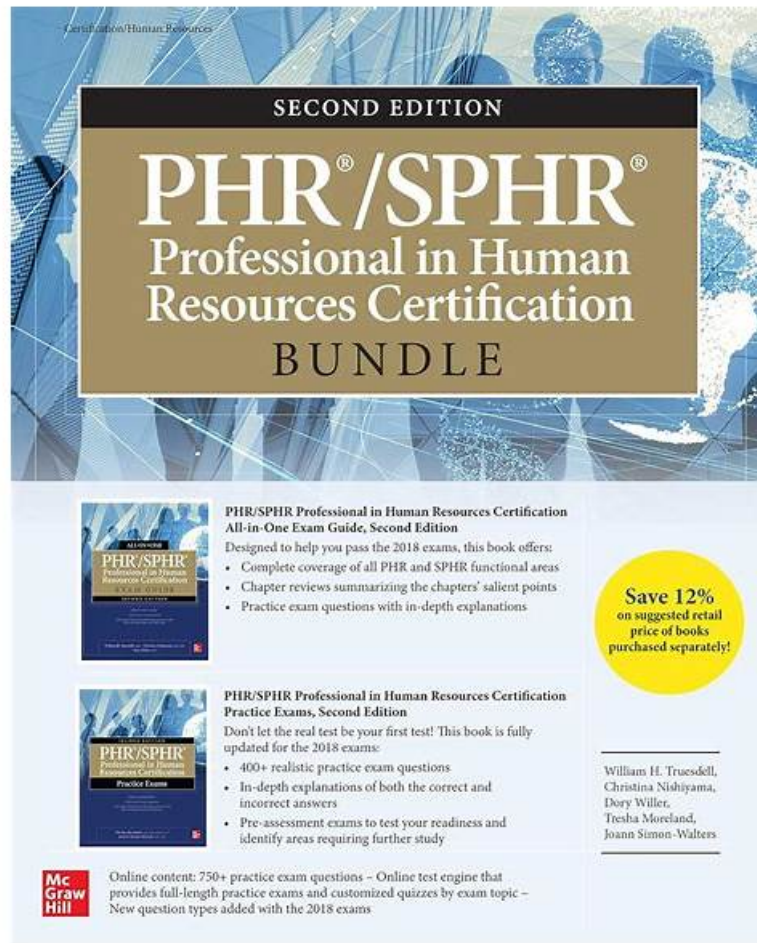


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Section	Objectives
Topic 1: Risk Management	
Topic 2: Leadership and Strategy	
Topic 3: Talent Planning and Acquisition	
Topic 4: Learning and Development	
Topic 5: Total Rewards	
Topic 6: Employee Relations and Engagement	

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q209-Q214):

NEW QUESTION # 209

The Omnibus Budget Reconciliation Act of 1993 does not require which of the following?

- **A. Income tax be withheld from some distributions to rollover accounts**
- B. Tax deductions for executive pay be capped at \$1,000,000 per year
- C. Group health plans honor qualified medical child-support orders
- D. Group health coverage be offered for children placed for adoption before the adoption is final

Answer: A

Explanation:

Section: Volume F

Explanation/Reference:

Answer option C is correct.

The Unemployment Compensation Amendments of 1992 required 20 percent withholding from some distributions. OBRA capped executive pay (B), required that group health coverage be offered when children are placed for adoption before the adoption is finalized (D), and required health plans to honor qualified medical child-support orders (A).

Chapter: Compensation and Benefits

Objective: Review Questions

NEW QUESTION # 210

What type of analysis in an Affirmative Action Plan would create an organizational chart that includes information about incumbents' race, gender, and wages?

- A. Availability Analysis
- **B. Workforce Analysis**
- C. Utilization Analysis
- D. Job Group Analysis

Answer: B

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four: Workforce Planning. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 211

Your company is going through a corporate restructuring process. Which of the following best describes corporate restructuring?

- A. Elimination of waste by reducing redundancy in staffing
- B. Elimination of waste by reducing high-paid staff
- C. Outsourcing activities that have high costs, but low rewards
- **D. Elimination of waste by examining business units to eliminate redundancy and reduce overall costs**

Answer: D

Explanation:

Section: Volume B

Explanation/Reference:

Answer option D is correct.

Corporate restructuring focuses on the business units, not the employees, to determine redundant activities, boundaries, wasted efforts, in an effort to operate more efficiently.

Answer option C is incorrect. This isn't a valid statement about corporate restructuring, as the focus is not on eliminating staff.

Answer option B is incorrect. Highly-paid staff isn't necessarily a waste, so this answer isn't the best choice.

Answer option A is incorrect. Outsourcing may be a by-product of restricting, but it's not the best answer to the question.

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

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

Chapter: Business Management and Strategy

Objective: Strategic Management

NEW QUESTION # 212

Strategic recruitment activities include all of the following except which one?

- **A. Employee referral programs**
- B. Defining the employer brand
- C. Labor market analysis
- D. The design of total rewards packages

Answer: A

Explanation:

Explanation/Reference:

Answer option C is correct.

Strategic staffing and recruitment involves taking a picture of the company at a 30,000-foot level, rather than from an operational perspective. Identifying recruitment sources such as employee referrals may prove to be valuable once the strategies have been defined. Conducting a labor market analysis allows HR to identify the availability of a qualified workforce for use in the achievement of strategic objectives. Total rewards packages include conducting wage surveys and utilization reviews to understand compensation and benefits trends, designed to compete with internal and external market conditions. Defining the employer brand not only creates an employer identity, but helps to differentiate a company from their competition.

Chapter: Workforce Planning and Employment

Objective: Review Questions

NEW QUESTION # 213

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

Answer: D

Explanation:

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 # 214

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