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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q39-Q44):

NEW QUESTION # 39

Mark is an HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. Mark will also be considered to be designated the responsibility for this Affirmative Action Plan. What does the designation of responsibility mean?

- A. It means that Mark will be the person that reports on the plan's implementation to management
- B. It means that Mark will be the person that reports on the plan's implementation to the Department of Labor
- C. It means that Mark will be the manager for all Affirmative Action scenarios and issues within his company
- **D. It means that Mark will be the person responsible for actually implementing the plan**

Answer: D

Explanation:

Section: Volume A

Explanation/Reference:

Answer option B is correct.

The person who is designated the responsibility will be the individual responsible for implementing the plan in the organization.

Answer option A is incorrect. Mark may report on the plan to management, but this isn't the complete and primary definition of the designation of responsibility.

Answer option C is incorrect. Mark may be the person to report to the Department of Labor about the plan, but this isn't the complete definition.

Answer option D is incorrect. Mark isn't necessarily the manager of affirmative action scenarios, but the implementation person for the plan.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and

Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

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

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 40

Which of the following prohibits employers from hiring undocumented workers?

- **A. IRCA**
- B. OSHA
- C. FLSA
- D. FECA

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

The IRCA, or Immigration Reform and Control Act of 1986, prohibits employers from hiring undocumented workers (sometimes called illegal aliens). It is an Act of Congress which reformed United States immigration law.

Answer option D is incorrect. OSHA stands for Occupational Safety and Health Administration. OSHA is an agency of the United States Department of Labor. It was created by Congress of the United States under the Occupational Safety and Health Act, signed by President Richard M Nixon, on December 29, 1970. Its mission is to prevent work-related injuries, illnesses, and occupational fatality by issuing and enforcing standards for workplace safety and health. The agency is headed by a Deputy Assistant Secretary of Labor. OSHA issues guidelines and regulations for the safe use of a computer.

Answer option C is incorrect. The Fair Labor Standards Act (FLSA) defines a list of jobs not suitable for children between the ages of 16 and 18.

Answer option B is incorrect. Federal Employees Compensation Act (FECA) is a law that provides rules for compensation benefits

to federal employees for work-related injuries or illnesses. FECA contains legal provision for giving compensation to their surviving dependents if a work-related injury or illness results in the employee's death.

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 41

Mark is an HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. Mark will also be considered to be designated the responsibility for this Affirmative Action Plan. What does the designation of responsibility mean?

- A. It means that Mark will be the person that reports on the plan's implementation to management
- B. It means that Mark will be the person that reports on the plan's implementation to the Department of Labor
- C. It means that Mark will be the manager for all Affirmative Action scenarios and issues within his company
- **D. It means that Mark will be the person responsible for actually implementing the plan**

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.

The person who is designated the responsibility will be the individual responsible for implementing the plan in the organization.

Answer option A is incorrect. Mark may report on the plan to management, but this isn't the complete and primary definition of the designation of responsibility.

Answer option C is incorrect. Mark may be the person to report to the Department of Labor about the plan, but this isn't the complete definition.

Answer option D is incorrect. Mark isn't necessarily the manager of affirmative action scenarios, but the implementation person for the plan.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and

Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

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

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 42

What term is used to describe the values, worth, work ethics, attitude, and collective sense of an identity in an organization?

- A. Organizational persona
- B. Organizational branding
- **C. Organizational culture**
- D. Organizational politics

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

The characteristics of an organization's culture are defined by its collective identity, worth, work ethics, and other characteristics.

Answer option D is incorrect. Politics describe the internal politics that are often known, but not documented within an organization.

Answer option C is incorrect. Branding describes the name, logo, colors, and feel of an identity.

Answer option A is incorrect. Organization persona isn't a valid term for organizational development.

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 # 43

Human resources is often seen as a three-dimensional component of an organization. Which dimension of human resources focuses on long-term, future-focused approach to the methods to achieve human resource and organizational goals?

- A. Administrative
- **B. Strategic**
- C. Organizational
- D. Operational

Answer: B

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. 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: Strategy

NEW QUESTION # 44

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