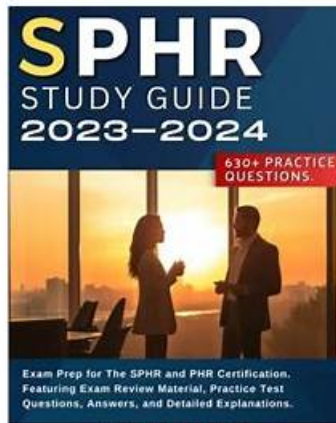


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q272-Q277):

NEW QUESTION # 272

Which of the following is a process that occurs due to mergers, outsourcing or changing business needs?

- A. Outplacement
- B. Involuntary exit
- C. Plant closing
- D. Voluntary exit

Answer: B

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

An involuntary exit is a process that occurs due to mergers, outsourcing or changing business needs. It also occurs due to terminations for cause, such as performance problems, etc.

Answer option D is incorrect. Plant closing is an act of shutting down the operation of a plant.

Answer option C is incorrect. In the voluntary exit, employees leave the organization by either resigning or retiring.

Answer option A is incorrect. Outplacement is a term used to describe efforts made by a downsizing company to help former employees through the transition to new jobs and helps them re-orientate to the job market.

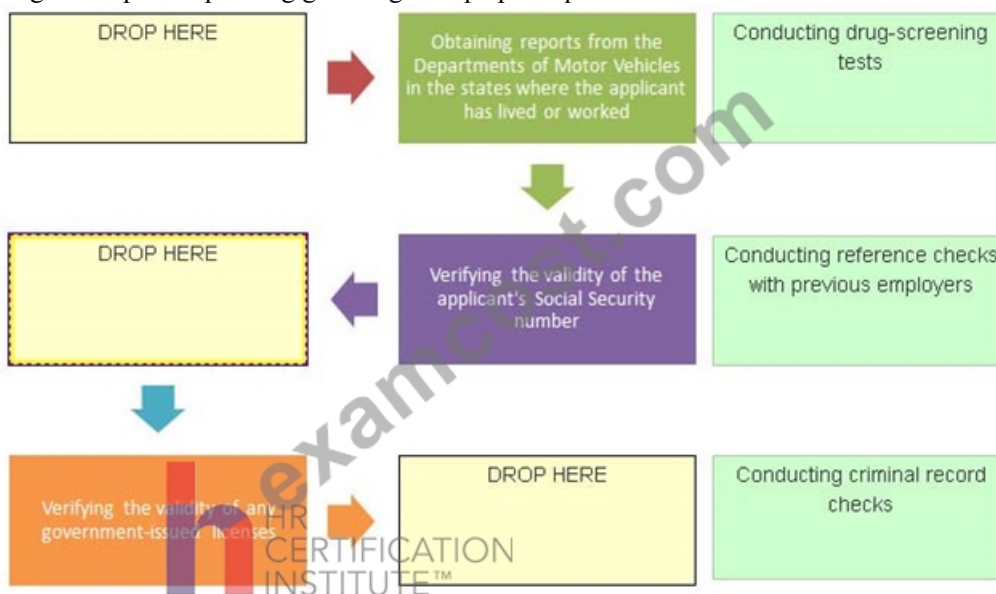
Chapter: Workforce Planning and Employment

Objective: Organization Exit/Off-Boarding Processes

NEW QUESTION # 273

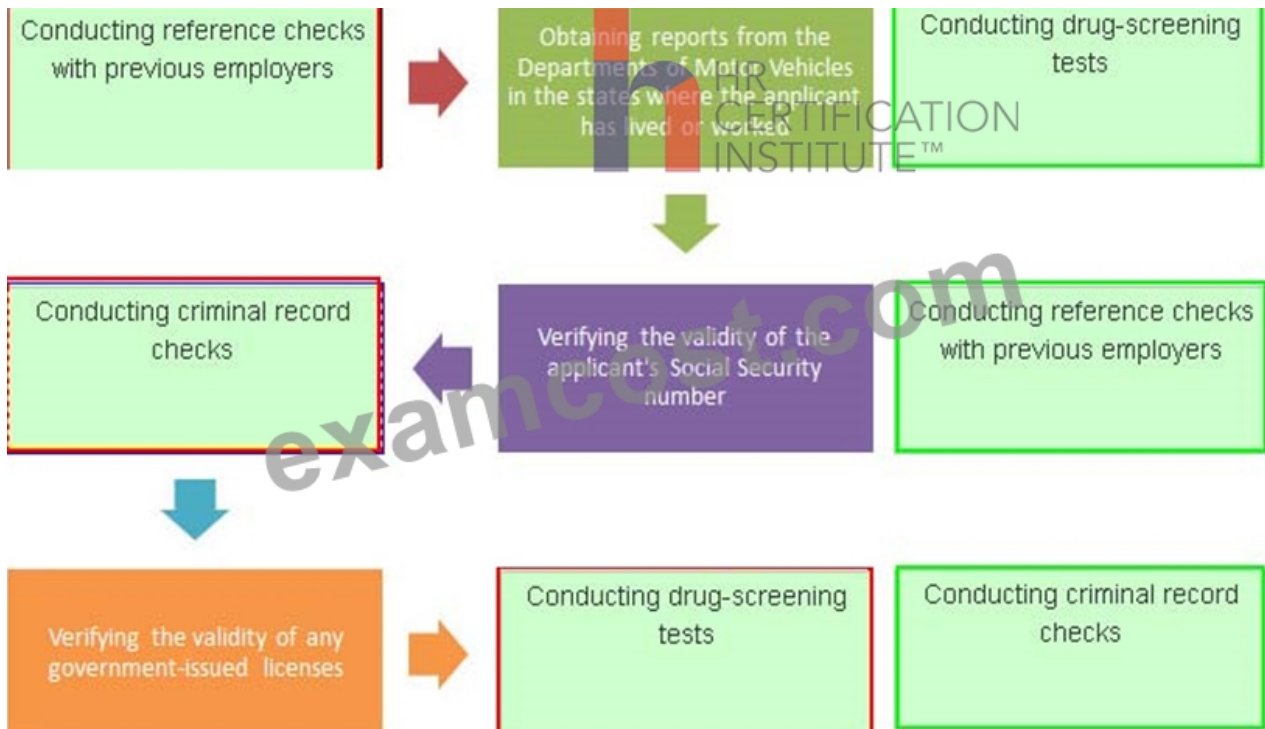
DRAG DROP

Drag and drop the steps of negligent hiring in the proper sequence.



Answer:

Explanation:



NEW QUESTION # 274

Which of the following Acts requires employers to record health and safety incidents that occur each year and to document steps they take to comply with regulations?

- A. Sarbanes-Oxley Act
- **B. Occupational Safety and Health Act**
- C. Mine Safety and Health Act
- D. Drug-Free Workplace Act

Answer: B

Explanation:

Section: Volume G

Explanation/Reference:

Answer option A is correct.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 275

Project management is a core activity in many organizations today. Which of the following statements best describes the process groups that comprise the project management lifecycle?

- A. The project management lifecycle is comprised of organizing, commanding, coordinating, and controlling
- **B. The project management lifecycle is comprised of initiating, planning, executing, monitoring and controlling, and closing.**
- C. The project management lifecycle is comprised of launching, planning, executing, monitoring and controlling, and closing.
- D. The project management lifecycle is comprised of forming, storming, norming, performing, and adjourning.

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: Core Knowledge Requirements for HR Professionals

Objective: Project Management Concepts

NEW QUESTION # 276

As a Senior HR Professional, you should be familiar with intrinsic rewards and extrinsic rewards that your company provides for its employees. Which of the following is an example of an extrinsic reward?

- A. On-site cafeteria
- B. Satisfaction from challenging and exciting assignments
- C. Cash compensation
- D. Esteem from working with other talented people

Answer: D

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. 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 # 277

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