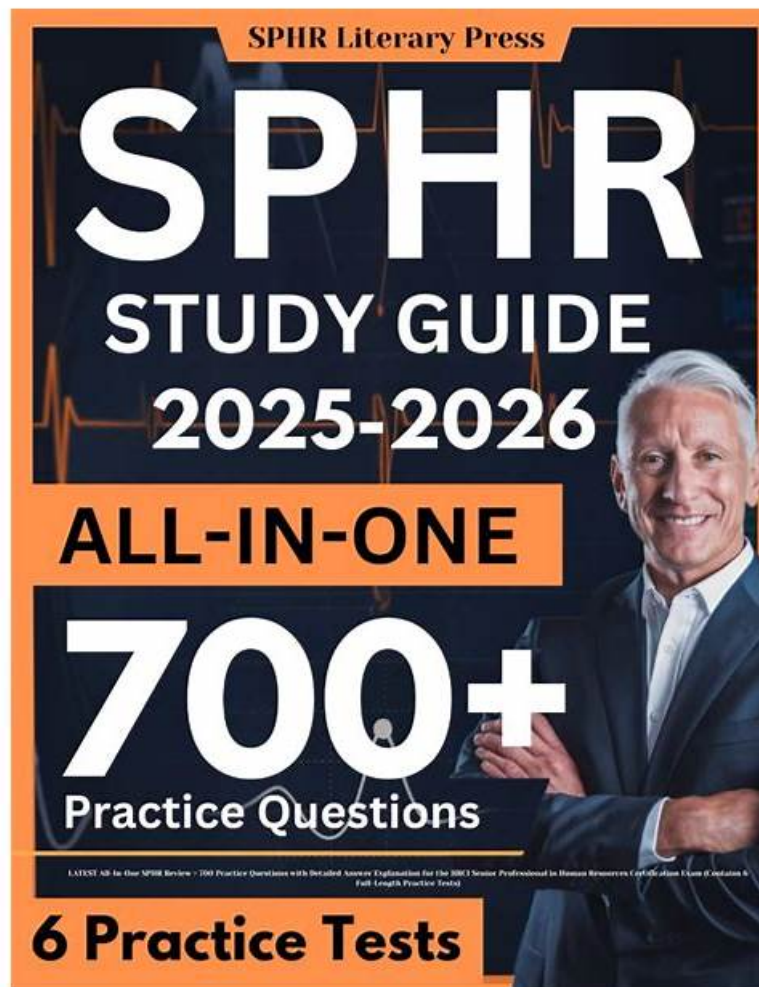


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**HRCI The Professional in Human Resources (SPHR) Sample Questions (Q85-Q90):**

### NEW QUESTION # 85

Which of the following is an example of a passive training method?

- A. Vestibule training
- **B. Distance learning**
- C. Demonstration
- D. Self-study

**Answer: B**

Explanation:

Explanation/Reference:

Answer option B is correct.

Distance learning is similar to a lecture in that a presenter provides information to a group of participants but does not require active participation. Vestibule training (D) is a form of simulation training.

Demonstration (A) is an experiential training method. Self-study (C) is an active training method. See Chapters 2 and 5 for more information.

Chapter: Human Resource Development

Objective: Talent Management

### NEW QUESTION # 86

What law prohibits employers from hiring undocumented workers?

- A. Uniform Guidelines on Employee Selection Act
- B. VEVRAA
- C. Rehabilitation Act
- **D. IRCA**

**Answer: D**

Explanation:

Section: Volume F

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. The Uniform Guidelines on Employee Selection Procedures was established in 1978 to address a uniform set of principles relative to all elements of the selection process.

Answer option C is incorrect. VEVRAA is the Vietnam Era Readjustment Assistance Act.

Answer option B is incorrect. The Rehabilitation Act prohibits discrimination on the basis of physical and mental disabilities.

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

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: Staffing Programs

### NEW QUESTION # 87

A business professional must plan on the direction and mission of the organization. Questions that direct the business ask where is the business now, where does the business want to go, how will the business get there, and how will we know when it has arrived. What term is assigned to this business introspection?

- A. Vision
- B. Mission building
- C. Planning
- **D. Strategic planning**

**Answer: D**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

These questions are all indicative of strategic planning.

Answer option A is incorrect. While this is a form of planning, this isn't the best answer for the question.

Answer option B is incorrect. Mission building happens as the business is in its startup phase of the organizational life cycle.

Answer option D is incorrect. Vision is linked to the mission of the company. It's the image and model the founder and executives see for the organization.

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: Strategy

### NEW QUESTION # 88

Which of the following ensures that employees working in different locations are paid at rates competitive in the labor market for specific jobs and locations?

- A. Call-back pay
- B. Base pay
- C. Hazard pay
- D. Geographic pay

**Answer: D**

Explanation:

Answer option A is correct.

Chapter: Compensation and Benefits

Objective: Compensation

### NEW QUESTION # 89

An HR director has been hired by a high-technology business that has been growing at a rapid rate.

There are 300 professional employees in manufacturing and 80 in clerical and laboratory support.

There has been no formal human resource function in the past, with each department head controlling the hiring, salary adjustments, and other details of that department. There are no established working hours except for non-exempt employees and the work environment is very informal in dress and supervisory relationships. The president wants the new director to identify the key areas of importance.

To plan for future staffing needs, the first step should be to:

- A. Develop an employee skills inventory
- B. Evaluate the current succession planning system
- C. Redesign the employee activities committee
- D. Design new compensation systems

**Answer: A**

Explanation:

To build a sustainable staffing plan, HR must start by identifying existing skills and capabilities. A skills inventory is a comprehensive internal scan that identifies gaps, strengths, and development needs, enabling the organization to prepare for growth, succession, and future workforce demands.

Extract from HRCI-aligned HR knowledge (Talent Planning and Acquisition domain):

SPHR-level HR strategy includes "conducting internal talent assessments to anticipate future organizational needs." Developing an employee skills inventory is the first step in strategic workforce planning, forming the basis for recruitment, development, and succession actions.

### NEW QUESTION # 90

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