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The SPHR certification exam covers a broad range of topics that are essential for HR professionals to understand. These topics include strategic planning, employee relations, compensation and benefits, HR development, and risk management. SPHR Exam is designed to ensure that HR professionals have a comprehensive understanding of these topics and can apply their knowledge to real-world situations.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q126-Q131):

NEW QUESTION # 126

As of July 24, 2009, the federal minimum wage is set at which of the following?

- A. \$6.55 per hour

- B. \$7.25 per hour
- C. \$5.15 per hour
- D. \$5.75 per hour

Answer: B

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

As of July 24, 2009, the federal minimum wage was raised to \$7.25 per hour from (C) \$6.55 per hour, which became effective on July 24, 2008. The minimum wage in some states and other localities may be different.

See Chapter for more information.

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 127

Your organization has decided to implement a suggestion box for employees to anonymously voice their opinions about issues and concerns within the organization. While this approach is good, what must management do with these suggestions for employees to see the value?

- A. Read the suggestions.
- B. Post the suggestions for everyone to see.
- C. Act on the suggestions quickly.
- D. Discuss the suggestions.

Answer: C

Explanation:

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. 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: Employee Relations

NEW QUESTION # 128

Fred is creating a user manual for his organization. On the cover of the manual he has added a picture of a flower that he found on a website. You ask Fred if he has permission to use the flower and what rights are retained for the flower picture. Fred informs you that the photo came from a website so it's in the public domain. Are photos and images from web sites considered to be in the public domain?

- A. No, photos and images from web sites are still protected by copyright laws.
- B. Yes, all images, not words or text, are copyright free online.
- C. No, photos and images from web sites are protected by International Electronic Copying Laws.
- D. Yes, the Internet is owned by the government so anything online is in the public domain.

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

Just because an image is on a website doesn't mean the copyright laws don't exist for the site. Images, photos, and web content are copyright protected. Some websites allow people to purchase rights or have access to limited rights of the image. Each web site may have different rules and applicable policies.

Answer option D is incorrect. There is no such law as International Electronic Copying Law.

Answer option C is incorrect. The government does not own the Internet; it is a connection of private networks and public networks.

Answer option B is incorrect. Images are not copyright free just because they are online.

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

NEW QUESTION # 129

You are a HR Professional for your organization and you're coaching Thomas on human resources practices, particularly the role of the HR Professional in strategic planning. You tell Thomas the importance of vision, mission, and values of an organization. Thomas asks what the difference is between vision and mission.

Which one of the following best describes the difference between vision and mission for an organization?

- A. A vision describes the future of the organization while a mission describes the goals of the organization.
- **B. A vision describes an organization's role, what the organization is, and what the organization wants to become. A mission describes the organization's purpose for being.**
- C. A vision describes the organization's role, what the organization is, and what the organization may aspire to be. A mission describes what the organization will definitely become.
- D. A vision is the purpose of a company. A mission is the task the organization aims to accomplish.

Answer: B

Explanation:

Section: Volume C

Explanation/Reference:

Answer option B is correct.

Of all the choices, B is the best answer. A vision describes what the organization is and what the organization wants to become in the future. A mission describes why the organization exists.

Answer option C is incorrect. This is not the best answer for the difference between a vision and a mission.

Answer option D is incorrect. This is not the best answer for the difference between a vision and a mission.

Answer option A is incorrect. This is not the best answer for the difference between a vision and a mission.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Three: Strategic Management. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Strategy

NEW QUESTION # 130

A correlation coefficient is an example of a type of what?

- **A. Quantitative analysis**
- B. Qualitative analysis
- C. Learning matrix
- D. Job evaluation

Answer: A

Explanation:

Explanation/Reference:

Answer option B is correct.

Qualitative analysis is a form of research that uses mathematical models such as correlation, correlation coefficient, and measures of central tendency to provide solutions to problems. Quantitative analysis attempts to measure historical data (B), a job evaluation measures the relative value of each job within the organization (C) and a learning matrix is a generic term that can be used to identify organizational learning strategies (D) . See Chapters 2 and 4 for more information.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Qualitative and Quantitative Analysis

NEW QUESTION # 131

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