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## SPHRi Practice Test

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The SPHRi Certification Exam is designed to evaluate the candidate's knowledge and understanding of various HR areas, including talent acquisition, compensation and benefits, employee development and retention, and HR strategy. SPHRi exam consists of 135 multiple-choice questions that must be completed within four hours. The questions are designed to test the candidate's knowledge of HR practices, policies, and procedures, as well as their ability to apply this knowledge to real-life scenarios.

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## **HRCI Senior Professional in Human Resources - International Sample Questions (Q182-Q187):**

### **NEW QUESTION # 182**

Which of the following statements about payroll systems is FALSE?

- A. Payroll systems must maintain employee confidentiality.
- B. Large companies often develop their own payroll software.
- C. Payroll systems must monitor tax payments.
- **D. Payroll systems are always the responsibility of the human resources department.**

**Answer: D**

Explanation:

Payroll systems are not always the responsibility of the human resources department. In some organizations, payroll is handled by the finance department. The other answer choices are true statements.

### **NEW QUESTION # 183**

How long must an executive order be published in the Federal Register before it becomes law?

- A. 1 year
- **B. 30 days**
- C. 6 months
- D. 60 days

**Answer: B**

Explanation:

An executive order must be published in the Federal Register for 30 days before it becomes law. Executive orders are proclamations by the president of the United States. They may be challenged in the judicial system.

### **NEW QUESTION # 184**

Barbara contracts the flu from her daughter. While she is at work, her stomach becomes upset and she vomits. She has to go home for the day. Is this a work-related illness?

- A. Yes, because the symptoms were exhibited at work
- **B. No, because the influenza exposure occurred away from work.**
- C. Yes, because any incidents of vomiting must be reported.
- D. No, because vomiting is not considered a significant symptom.

**Answer: B**

Explanation:

This is not a work-related illness because the influenza exposure occurred away from work.

Of course, it is not always possible to ascertain when exposure occurred, but the mere fact that symptoms began at work is not enough to make this illness work-related.

### **NEW QUESTION # 185**

Abbey, the head of the human resources department for a book distribution service, accidentally discovers that an employee has a genetic disease that could potentially affect the employee's ability to continue in the job. According to the Genetic Information Nondiscrimination Act of 2008, all employee genetic information is private, and companies are not allowed to make decisions based on employee conditions. Now that Abbey has discovered this information, what is her responsibility?

- A. Abbey must inform the Department of Labor about her inadvertent acquisition of the
- B. Abbey must let the employee know what she has discovered and counsel the employee to

- C. Abbey must not divulge any of the information or change the employee's working situation,
- D. Abbey is required to report the information to her superiors, but they will not be allowed to

**Answer: C**

Explanation:

The Genetic Information Nondiscrimination Act of 2008 does not make employers responsible for information acquired by accident. However, employers have no legal right to make decisions or change an employee's work situation based on that information, so Abbey's only option is to keep the information to herself and take no action. Answer choice A is incorrect because the law does not require Abbey to report the employee's personal information to her superiors, nor should she take such a step. Answer choice B is incorrect because the Department of Labor does not need to be updated on this type of individual employee information (and reporting it could make Abbey legally responsible for divulging an employee's personal details). Answer choice C is incorrect because Abbey has no legal responsibility to discuss the situation with the employee, nor should she counsel the employee about changing the work situation.

#### NEW QUESTION # 186

Hubert contracts food poisoning from a tuna fish sandwich he made at home. He eats the sandwich in the break room and becomes sick in the employee bathroom. Is this a work-related illness?

- A. No, because the food was prepared at home for personal consumption.
- B. Yes, because he became sick at the workplace.
- C. No, because food poisoning is not a significant illness.
- D. Yes, because the food was consumed at the workplace.

**Answer: A**

Explanation:

This would not be considered a work-related illness because the food was prepared at home for personal consumption. If the tuna sandwich had been provided by Hubert's employer, his illness would be considered work-related. It does not matter that Hubert ate the sandwich or became sick at the workplace.

#### NEW QUESTION # 187

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