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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q242-Q247):

NEW QUESTION # 242

You are the HR Professional for the HJN Company and you've been tasked with addressing stress in the workplace. You reference the NIOSH book "Stress at Work" to learn there are six primary categories of stress in the workplace. Which category of stress is best described as lack of family-friendly policies?

- A. Career concerns
- B. Work roles
- C. Task design
- D. Management style

Answer: D

Explanation:

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

Objective: Risk Assessment

NEW QUESTION # 243

Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Title VII of the Civil Rights Act of 1964
- B. ADA and Rehabilitation Act of 2008
- C. Fair Labor Standards Act of 1958
- D. ADEA of 1967

Answer: A

Explanation:

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 # 244

Which of the following are the benefits of gainsharing programs?

Each correct answer represents a complete solution. Choose all that apply.

- A. Helps the organization to achieve improvement in key performance measures
- B. Enhances the focus and awareness of employees
- C. Aligns employees to organizational goals
- D. Employees are paid on the basis of group performance rather than individual performance

Answer: A,B,C

Explanation:

Explanation/Reference:

Answer options A, B, and C are correct.

The benefits of gainsharing programs are as follows:

1. Aligns employees to organizational goals
2. Helps the organization to achieve improvement in key performance measures
3. Enhances the focus and awareness of employees

What is gainsharing?

Gainsharing is a system of management used by a business to get higher levels of performance through the involvement and participation of its people. As performance improves, employees share financially in the gain (improvement). Gainsharing is about people working smarter together and not just working harder.

Answer option D is incorrect. This is a disadvantage of gainsharing programs.

Reference: "<http://simple.wikipedia.org/wiki/Gainsharing>"

Chapter: Compensation and Benefits

NEW QUESTION # 245

Which performance appraisal method would be used most effectively in a large, geographically dispersed organization with many similar jobs?

- A. Field review
- B. Critical incident
- C. Behaviorally anchored rating system
- D. Forced ranking

Answer: C

Explanation:

Explanation/Reference:

Answer option D is correct.

The BARS system is used most effectively in organizations when a number of jobs have similar duties.

Because it is expensive and time-consuming to implement, an organization must have enough resources available to develop the program. Critical-incident appraisal tools (B) are most effectively used by managers who have daily interaction with subordinates. Forced ranking (C) is best for use in organizations with fewer than 100 employees because it becomes unwieldy for large groups. Field reviews (A) are conducted by someone other than a direct supervisor.

Chapter: Human Resource Development

Objective: Review Questions

NEW QUESTION # 246

HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- A. When an employee treats other employees differently based on their past work efforts.
- B. When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.
- C. When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status
- D. When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.

Answer: C

Explanation:

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 # 247

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