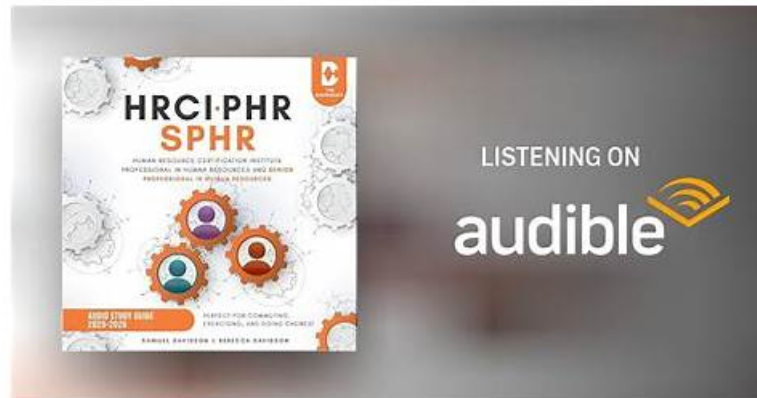


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q256-Q261):

NEW QUESTION # 256

Which of the following is often formed to address ongoing issues in the organization?

- A. Committees
- B. Task force
- C. Delegating authority
- D. Virtual work team

Answer: A

Explanation:

Section: Volume G

Explanation/Reference:

Answer option B is correct.

Chapter: Employee and Labor Relations

Objective: Employee Relations

NEW QUESTION # 257

Which of the following is usually accomplished by purchasing insurance?

- A. Risk avoidance
- B. Risk mitigation
- **C. Risk transfer**
- D. Risk acceptance

Answer: C

Explanation:

Section: Volume G

Explanation/Reference:

Answer option C is correct.

Chapter: Risk Management

Objective: Risk Management

NEW QUESTION # 258

Nancy is an HR Professional who likes to use directive interviews when interviewing prospective employees. Which one of the following is most indicative of a directive interview?

- A. Nancy allows the candidate to guide some of the interview, but keeps the interview within boundaries of a defined set of questions.
- B. Nancy allows the candidate to guide the interview and offer as much information as possible about the candidate's experience and qualifications.
- **C. Nancy has a predefined set of interview questions that she will ask of all candidates.**
- D. Nancy has a predefined set of interview questions that she may, or may not ask of all candidates.

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

A directive interview follows a predefined set of questions. Nancy will maintain the interview process.

Answer option A is incorrect. A directive interview uses a predefined structured approach for all candidates.

Answer option D is incorrect. This is an example of a nondirective interview, where the candidate guides the interview process.

Answer option C is incorrect. This isn't a valid description of the directive interview process.

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: Staffing Programs

NEW QUESTION # 259

Which of the following agreements is most likely to protect trade secrets when a key employee is recruited by a competitor?

- A. Proprietary
- **B. Non-disclosure**
- C. Non-solicitation
- D. Privacy

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

A Non-Disclosure Agreement (NDA) ensures that employees cannot share confidential information, including trade secrets, after leaving the organization.

SPHR-level legal risk mitigation includes "NDAs as essential tools in safeguarding intellectual property." Non-solicitation limits

recruiting; NDAs protect data and methods.

NEW QUESTION # 260

You are an HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

- A. Construct-related validity
- B. Criterion-related validity
- C. Predictive validity
- D. Content validity

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: Staffing Programs

NEW QUESTION # 261

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