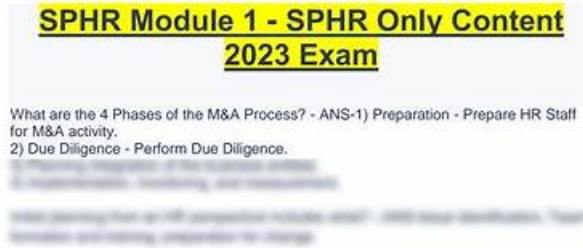


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## Other HRCI SPHR Exam Key Questions

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The SPHR Certification is recognized globally and is highly valued by employers. HR professionals who hold the SPHR certification are considered to be experts in their field and are often sought after by organizations looking to hire HR professionals. In addition, the SPHR certification is a mark of excellence and demonstrates a commitment to professional development and ongoing learning.

## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q125-Q130):**

### **NEW QUESTION # 125**

As a Senior HR Professional, you should be familiar with copyright laws when it comes to organizational development and the usage of materials. There are six categories of protected rights for creators protected by the copyright law. Which of the following is not one of the six categories?

- A. Right to create derivative works
- B. Right to renew the copyright of the work
- C. Right to sell copies of the work
- D. Right to duplicate the work

**Answer: B**

Explanation:

Answer option B is correct. The six categories of protection of the work do not include the right to renew the copyright of the work. Copyrights last for the lifetime of the author plus 70 years. The six areas protected by copyright law are as follows:

Right to duplicate the work

Right to create derivative works

Right to sell copies of the work

Right to perform the work publicly

Right to display the work publicly

Right to digital performance in sound recordings 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: Human Resource Development

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Objective: Federal Employment Legislation

### **NEW QUESTION # 126**

**CORRECT TEXT**

Fill in the blank with the appropriate approach.

A \_\_\_\_\_ approach fills corporate positions in the home country with expatriates, whereas management positions in the host country are filled by HCNs.

**Answer:**

Explanation:

polycentric

A polycentric approach fills corporate positions in the home country with expatriates, whereas management positions in the host country are filled by HCNs. This approach can have a positive impact by showing a commitment to the host country and generating goodwill for the business, but it doesn't afford upward mobility for top managers in the host country. The business benefits, because it's less expensive to hire local employees"even at top dollar"than it is to fill international positions with expatriates. However, it can also limit communication between business units in the different locations and result in animosity between the home and host country business units because of differences in cultural practices and compensation levels between countries. Chapter: Workforce Planning and Employment Objective: Global Considerations

### **NEW QUESTION # 127**

Which of the following acts requires federal contractors or subcontractors with contracts of \$25,000 or more to list all nonsenior management job openings with state employment agencies?

- A. Executive Order 11375
- B. The Rehabilitation Act of 1973
- C. Executive Order 11246
- **D. The Vietnam Era Veterans' Readjustment Assistance Act of 1974**

**Answer: D**

Explanation:

Answer option B is correct. State employment agencies are required under VEVRAA to give priority to Vietnam-era veterans when providing referrals to job openings. The act further requires that contractors and subcontractors meeting certain criteria list all job openings with these same state agencies. The Rehabilitation Act of 1973 prohibits discrimination against veterans of the US armed services, and the executive orders prohibit discrimination in employment by federal contractors, sub-contractors and the government.  
Chapter: Workforce Planning and Employment Objective: Review Questions

### NEW QUESTION # 128

A code of conduct is primarily used by companies that wish to do which of the following?

- A. Discourage violations of company policy
- B. Establish the framework for a discipline system
- C. Provide equal opportunity for all employees
- **D. Work toward preventing disciplinary action through clearly communicated behavior standards**

**Answer: D**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

A code of conduct is one tool used by employers to clearly communicate company expectations. With regular feedback, employees are given the opportunity to succeed in their jobs based on organizational needs. A code of conduct is not the foundation of a system (D), nor does it focus on providing EEO in employment (B) or discourage violations of company policy (C). See Chapter 7 for more information.

Chapter: Employee and Labor Relations

Objective: Employee Relations

### NEW QUESTION # 129

Diane is the HR Professional for her organization and she's examining the ranges for the compensation levels of her company. Which one of the following statements best describes what a range for compensation is?

- A. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are federally mandated that employees be paid.
- **B. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are generally paid.**
- C. A range specifies the lowest/minimum and the highest/maximum compensation rates for the worth of responsibilities.
- D. A range specifies the lowest/minimum and the highest/maximum value for which employees are generally paid through incentives.

**Answer: B**

Explanation:

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

Chapter: Compensation and Benefits

Objective: Compensation

### NEW QUESTION # 130

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