

# SPHR valid training questions & SPHR updated practice vce & SPHR exam cram test

## HRCI- SPHR Practice Exam Questions with Answers 2024

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership
- D. Authoritarian leadership

✓ B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment
- D. None, because it's consensual

✓ C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

The international gas utility company for which you direct HR does not have an organized health and safety program for its workers. What should be your first step?

- A. Focus on becoming compliant with international, federal, state, and local safety standards.
- B. Identify the employees who are most at risk and begin safety efforts with them.
- C. Obtain approval for a company-wide incentive program based on zero accidents or injuries.
- D. Meet with the workers' compensation brokers to assess the costs of lack of a safety program.

See the answer

✓ B. In this high-risk industry, it would be prudent for human resources to begin building a safety program for those workers who are most at risk. This effort may include data collection, incentives, and compliance efforts as part of the overall intervention strategy.

The food distribution center for which you work has seen an increase in the number of loading-dock workers reporting ankle injuries. What strategy would be most effective to reduce or eliminate the risk?

- A. Require employees to wear high-top steel-toed work boots.
- B. Review the injury records for patterns of unsafe behaviors.
- C. Conduct a root-cause analysis with a committee made up of dock workers.

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### HRCI The Professional in Human Resources (SPHR) Sample Questions (Q143-Q148):

#### NEW QUESTION # 143

Which of the following educates employees about the cultural and social differences in other cultures?

- A. Calling meetings
- B. Technical training
- C. **Diversity training**
- D. Diversity initiative

**Answer: C**

Explanation:

Answer option C is correct.

Chapter: Human Resource Development

Objective: Unique Employee Needs

#### NEW QUESTION # 144

Which of the following is illegal except in the construction industry?

- A. Union shop clause
- B. Common shop clause
- C. Agency shop clause
- D. **Closed shop clause**

**Answer: D**

Explanation:

Answer option B is correct. The closed shop clause is illegal except in the construction industry. The closed shop clause requires that all new hires be members of the union before they are hired. Answer option C is incorrect. The agency shop clause specifies that all employees must either join the union or pay union dues if they choose not to join the union. Answer option A is incorrect. The union shop clause requires that all employees join the union within a grace period specified by the contract. Answer option D is incorrect. There is no such term as common shop clause. Chapter: Employee and Labor Relations Objective: Union Organization

#### NEW QUESTION # 145

According to the Toxic Substance Control Act, documentation of hazardous material exposures must be kept on file for how many years?

- A. 0
- B. **1**
- C. 2
- D. 3

**Answer: B**

Explanation:

Section: Volume E

Explanation/Reference:

Answer option D is correct.

Manufacturers, importers, processors, and distributors of toxic chemicals must keep records related to hazardous material exposures, including claims of occupational diseases, for 30 years from the report date.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Review Questions

#### **NEW QUESTION # 146**

What is the difference between organizational culture and organizational climate?

- A. Organization climate is the sense of hostility. Organization culture is the sense of hospitality.
- **B. Organizational culture defines the values of the company. Organizational climate defines the implementation of the values.**
- C. There is no difference; the terms may be used interchangeably.
- D. Organizational culture discusses the learning of the organization. Organizational climate discusses how well the learning happens.

**Answer: B**

Explanation:

Explanation/Reference:

Answer option C is correct.

Organizational climate and culture are related. Climate is how people feel about the organization; culture is why they feel that way about the organization.

Answer option A is incorrect. Culture and climate is more than just the organization's attitude to learning.

Answer option B is incorrect. This choice is close, but climate and culture are from people's perspectives and interpretations, not the organization.

Answer option D is incorrect. This isn't a valid choice as culture and climate are more than hostility and hospitality.

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

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 # 147**

Which of the following Acts provides workers compensation benefits for maritime workers whose injuries occur on the navigable waters of the United States or on piers, docks, or terminals?

- A. Drug-Free Workplace Act
- B. Sarbanes-Oxley Act
- C. Black Lung Benefits Act
- **D. Longshore and Harbor Workers' Compensation Act**

**Answer: D**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option C is correct.

Chapter: Risk Management

Objective: Risk Assessment

#### **NEW QUESTION # 148**

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