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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q64-Q69):

NEW QUESTION # 64

Mike is the HR Professional for his organization and he's documenting the relationship of contractors and employees in the organization. Mike is focusing on the control aspects as provided by the Internal Revenue Service. What aspect of the contractor control aspect is best described as how the business pays the worker?

- A. Contractual relationship
- B. Type of relationship
- C. Behavioral control
- **D. Financial control**

Answer: D

Explanation:

Explanation/Reference:

Answer option A is correct.

How the organization pays the worker is defined as a financial control for the individual. This affects the decision and determination that the person may be an employee and not a contractor.

Answer option B is incorrect. Behavioral control defines who does the work, who controls the work, who directs the work, and how each action is done.

Answer option C is incorrect. The type of relationship should be defined in the written contract, assuming one exists, between the person and the organization.

Answer option D is incorrect. There is not a control aspect called "contractual relationship" as provided by the IRS so this choice is not valid.

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: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 65

What is the most effective method of performance evaluation?

- A. A forced-ranking process
- **B. A continuous-feedback process**
- C. A behaviorally anchored rating-scale process
- D. A field-review process

Answer: B

Explanation:

Answer option B is correct. A continuous-feedback review process is most effective because it provides immediate feedback to employees, enabling them to correct performance issues before they become major problems. In a field review (A), reviews are conducted by someone other than the direct supervisor. Forced ranking (C) is an evaluation method in which all employees are listed in order of their value to the work group. The BARS process (D) identifies the most important job requirements and creates statements that describe varying levels of performance. See Chapter 5 for more information. Chapter: Human Resource Development Objective: Performance Appraisal

NEW QUESTION # 66

What is the purpose of the OSHA consulting service?

- A. Does not require compliance with OSHA standards
- **B. Helps employers identify the OSHA standards that apply to their workplace**
- C. Fines employers for violating OSHA safety standards
- D. Acts as a one-time service

Answer: B

Explanation:

Answer option A is correct. OSHA consultants provide free services to assist employers in identifying workplace hazards and the standards that apply in their workplaces. The consulting service requires employers to abate any hazards that are identified during the consultation but does not fine them for violations. To receive a free consultation, employers must agree to advise OSHA of changes in operating processes that may require additional consultations. See Chapter 8 for more information. Chapter: Risk Management Objective: Risk Assessment

NEW QUESTION # 67

As a Senior HR Professional you should be familiar with employment laws and their effect on your company. What did the lawsuit Payne v. The Western & Atlantic Railroad Company establish?

- A. Employers could be liable for the actions of its employees
- B. Employers could be liable for sexual harassment of its employees
- **C. Employment at will**
- D. A company couldn't coerce an employee to commit a crime to retain employment

Answer: C

Explanation:

Section: Volume A

Explanation/Reference:

Answer option A is correct.

The lawsuit Payne v. The Western & Atlantic Railroad Company in 1884 established the principle of employment at will.

Answer option B is incorrect. Employers can be found liable for sexual harassment of its employees. This is an example of respondeat superior.

Answer option C is incorrect. Employers can be found liable for the actions of its employees. This is an example of respondeat superior.

Answer option D is incorrect. Companies cannot coerce employees to commit a crime. This is the outcome of the Petermann v. International Brotherhood of Teamsters.

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: Federal Employment Legislation

NEW QUESTION # 68

All organizations need prevoyance, or planning, as a part of a manager's duty. As an HR Professional what is the primary purpose of planning?

- A. Establishes groundwork for the managers to achieve their goals
- B. Communicates the direction of the organization
- C. Directs the project team and staff to accomplish the project scope
- **D. Establishes groundwork for the managers to achieve the goals of the organization**

Answer: D

Explanation:

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

Chapter: Business Management and Strategy

Objective: Strategy

NEW QUESTION # 69

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