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The SPHR Exam covers a wide range of HR topics, including strategic planning, organizational development, employee relations, compensation and benefits, talent management, and legal compliance. SPHR exam is comprised of 150 multiple-choice questions that must be completed in four hours. The questions are designed to test the candidate's ability to apply HR principles and concepts to real-world situations.

## **HRCI The Professional in Human Resources (SPHR) Sample Questions (Q140-Q145):**

### **NEW QUESTION # 140**

For purposes of developing a security program, an HR manager must assess potential risks and costs related to loss and protection. Which factor must the manager first examine?

- A. Availability and cost of insurance to cover the loss
- B. Severity of impact of the loss to the organization
- C. Cost of the loss, including a permanent or temporary substitute
- **D. Degree of probability that the loss will occur**

**Answer: D**

Explanation:

Explanation/Reference:

Answer option C is correct.

The significance of various security issues depends partly on the size of the organization. However, regardless of size, the same considerations go into assessing vulnerabilities and the method for estimating the cost of potential losses. The justification of such a program requires that the potential losses will exceed the cost of the program. See Chapter 8 for more information.

Chapter: Risk Management

Objective: Risk Management

### **NEW QUESTION # 141**

What component of the strategic planning process is responsible for creating the company's vision statement?

- A. Pre-planning stage
- B. Implement strategy stage
- C. Environmental scan stage
- **D. Formulate strategy stage**

**Answer: D**

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Strategy

### **NEW QUESTION # 142**

Which of the following Acts was the first federal legislation to regulate minimum wages?

- A. Fair Labor Standards Act
- B. Service Contract Act
- **C. Davis Bacon Act**
- D. Walsh Healy Public Contracts Act

**Answer: C**

Explanation:

Answer option C is correct.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Employee Records Management

### NEW QUESTION # 143

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. Longshore and Harbor Workers' Compensation Act**
- C. Black Lung Benefits Act
- D. Sarbanes-Oxley Act

**Answer: B**

Explanation:

Explanation/Reference:

Answer option C is correct.

Chapter: Risk Management

Objective: Risk Assessment

### NEW QUESTION # 144

A manager must choose someone to work over the weekend shift over a national holiday. He decides that Mary should work the weekend shift because she is from India and likely doesn't celebrate the national holiday. This is an example of what type of discrimination?

- A. This is not discrimination, but selective scheduling
- B. Adverse political capital
- **C. Disparate treatment**
- D. Disparate impact

**Answer: C**

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four:

Workforce Planning. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

### NEW QUESTION # 145

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