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HRCI- SPHR Practice Exam with Correct Answers

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

Correct Answer-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

Correct Answer-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 cost

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q168-Q173):

NEW QUESTION # 168

Which of the following are established by Fair Labor Standards Act (FLSA) of 1938?

Each correct answer represents a complete solution. Choose all that apply.

- A. Criteria for exempt and nonexempt employees
- B. Minimum wage requirement
- C. Health insurance requirement
- D. Laws for protecting American children against labor exploitation

Answer: A,B,D

Explanation:

Section: Volume B

Explanation/Reference:

Answer options D, C, and A are correct.

The Fair Labor Standards Act (FLSA) of 1938 established the following:

1. Minimum wage requirement
2. Laws for protecting American children against labor exploitation
3. Criteria for exempt and nonexempt employees

Answer option B is incorrect. Health insurance requirement are not established by FLSA.

Reference: "http://en.wikipedia.org/wiki/Fair_Labor_Standards_Act"

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 169

The Omnibus Budget Reconciliation Act of 1993 does not require which of the following?

- A. Group health coverage be offered for children placed for adoption before the adoption is final
- B. Tax deductions for executive pay be capped at \$1,000,000 per year
- C. Group health plans honor qualified medical child-support orders
- D. Income tax be withheld from some distributions to rollover accounts

Answer: D

Explanation:

Explanation/Reference:

Answer option C is correct.

The Unemployment Compensation Amendments of 1992 required 20 percent withholding from some distributions. OBRA capped executive pay (B), required that group health coverage be offered when children are placed for adoption before the adoption is finalized (D), and required health plans to honor qualified medical child-support orders (A).

Chapter: Compensation and Benefits

Objective: Review Questions

NEW QUESTION # 170

e FLSA defined the maximum work week for nonexempt employees as _____ hours per week.

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

Answer: C

Explanation:

Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 171

Which of the following are self-employed individuals who work on a project or fee basis with multiple customers or clients?

- A. Independent contractors
- B. On-call workers
- C. Apprentice workers
- D. Trainees

Answer: A

Explanation:

Explanation/Reference:

Answer option C is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 172

Which of the following is the most appropriate starting point in training program evaluation?

- A. Evaluation of performance
- B. Review of the original program objectives
- C. Interviews with program participants
- D. Analysis of pre-training data

Answer: B

Explanation:

The most appropriate starting point for training program evaluation is a review of the original program objectives (D). At the SPHR level, evaluation begins by confirming what the program was intended to achieve.

Training objectives define desired outcomes such as skill acquisition, behavior change, or business impact.

Without revisiting these objectives, it is impossible to determine whether the program was successful or what data should be collected. Objectives guide the selection of evaluation methods, metrics, and performance indicators.

Pre-training data analysis (A), participant interviews (B), and performance evaluation (C) are important evaluation activities, but they must be anchored to clearly defined objectives. Otherwise, evaluation results may be unfocused or misleading.

SPHR exam content emphasizes alignment between learning objectives, delivery, and evaluation, reinforcing that objectives are the foundation of any valid assessment process.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Learning and Development (training evaluation).

* HRCI SPHR Study Guide - Evaluation models and objective-based assessment.

NEW QUESTION # 173

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