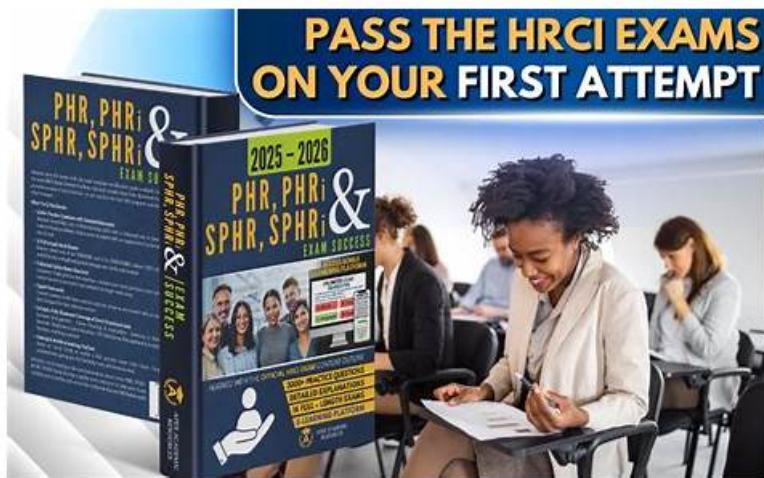


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q25-Q30):

NEW QUESTION # 25

You are the HR Professional for your organization and you're reviewing the performance appraisal systems your company can use. Which performance appraisal approach uses a paired comparison method in the review?

- A. Results-based
- B. Narrative method
- C. Rating method
- D. Comparative method

Answer: D

Explanation:

Explanation/Reference:

Answer option C is correct.

The comparative method can use a paired comparison method to rate each employee in a group against every other employee in the

group.

Answer option D is incorrect. A narrative method uses an essay or conversation as the review.

Answer option B is incorrect. The rating method uses rating scales and checklists to review the employees or members of an identified group.

Answer option A is incorrect. Results-based appraisals generally use the management by objectives review of the goals accomplished.

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

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

Objective: Performance Appraisal

NEW QUESTION # 26

Lee is a worker in a facility that offers a ten percent shift premium. Lee's hourly rate for the day shift is \$12, but he's volunteered to work the next month on the swing shift. What will Lee's hourly rate be for the next month?

- A. \$528
- **B. \$13.20**
- C. The shift premium is only for the shifts that overlap.
- D. \$2,112

Answer: B

Explanation:

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

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 27

You are a HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which report is collected on odd-number of years from state and local governments?

- **A. EEO-4 Report**
- B. EEO-5 report
- C. EEO-3 Report
- D. EEO-1 Report

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

The EEO-4 Report, formally known as the state and local government report, is collected on odd years.

Answer option C is incorrect. The EEO-1 Report is collected yearly for firms with 100 or more employees. It reports the race, ethnicity, gender, and job distribution of the organization.

Answer option D is incorrect. EEO-3 Report, formally known as the Local Union Report, is collected on even years.

Answer option B is incorrect. This report, formally known as the Elementary-Secondary Staff Information Report, is collected by the EEOC, the Office for Civil Rights, and the national Center for Education Statistics of the Department of Education. It is collected on even-number of years for school districts with

100 or more employees.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

978-1-586-44149, Section III, The US HR Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 28

People Logistics recently began scheduling offsite meetings for its management team to review the operational realities of implementing elements of the strategic plan. This is an example of which of the following development activities?

- A. Hiring an executive coach
- **B. Peer-to-peer coaching**
- C. Strategic planning
- D. Assigning a mentor

Answer: B

Explanation:

Section: Volume F

Explanation/Reference:

Answer option A is correct.

Peer-to-peer coaching is useful when a management work group has shared values or objectives. Assigning a one-on-one peer coach or using a team approach maximizes the diversity of skills available in any particular peer group. A mentor relationship (B) implies a hierarchy (the mentor and a subordinate), an executive coach (C) is used for more one-on-one upper level management development, and strategic planning (D) is a broad organization-wide string of activities related to the planning the direction of the company.

Chapter: Human Resource Development

Objective: Review Questions

NEW QUESTION # 29

In a self-audit of your employee's I-9 forms, several errors were found. These errors included incomplete sections, questionable documents accepted for verification, and over-documentation. Of the following corrective and prevention strategies, which should you recommend to your employer?

- **A. Enrollment in E-Verify**
- B. Training for employees
- C. Requesting updated documents from affected employees
- D. Recertification of all I-9 forms

Answer: A

Explanation:

Section: Volume E

Explanation/Reference:

Answer option A is correct.

E-Verify is a system-wide approach to helping employers comply with post-hire documentation regulations.

Recertifying (D) and requesting updated documents (B) may be appropriate on a case-by-case basis but neither is a long-term solution to the problem.

Chapter: Workforce Planning and Employment

Objective: Review Questions

NEW QUESTION # 30

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