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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q116-Q121):

NEW QUESTION # 116

The management and union are proceeding to an arbitration hearing that will be conducted by an arbitration panel. Which one of the following best describes the makeup of the arbitration panel?

- A. There are three arbitrators all of whom must be approved to participate by the management and the union.
- B. There are three arbitrators, all of whom are selected by the party not bringing the grievance.
- C. There are three arbitrators all of whom are randomly selected to serve from a pool of pre-approved management and union arbitrators.
- D. There are three arbitrators, one selected by the management, one selected by the union, and a neutral arbitrator whom both management and union approve of.

Answer: D

Explanation:

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

Chapter: Employee and Labor Relations

Objective: Dispute Resolution

NEW QUESTION # 117

What can an employer legally do when a union approaches employees about forming a bargaining unit?

- A. Ask employees how they will vote
- B. Tell employees the cost of union dues
- C. Promise a pay increase
- D. Speak with employees at their homes

Answer: B

Explanation:

According to the National Labor Relations Act (NLRA) and best practices in union-related employee relations, employers may share factual information such as the cost of union dues, but cannot threaten, interrogate, promise benefits, or spy on employees (the "TIPS" rule). Option C is legal because it is a fact-based communication. The other options involve coercive or invasive actions. This aligns with SPHR knowledge under Employee and Labor Relations in the Employee Relations and Engagement domain.

NEW QUESTION # 118

As an HR Professional you need to be familiar with the Age Discrimination in Employment Act 1967. What is the maximum age this act applies to people?

- A. There is no age limit in the act
- B. 0
- C. 1
- D. 2

Answer: A

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants.

Answer options A, D, and C are incorrect. The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants.

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-

NEW QUESTION # 119

Calculate the training cost per employee using the following data: \$2,000 for the training design and facilitator; \$2,500 for the facility; 20 full-time employees (40 hours per week) and 10 part-time employees (20 hours per week).

- A. \$200
- B. \$300
- C. \$180
- D. \$150

Answer: C

Explanation:

Answer option C is correct. Training cost per employee is calculated by dividing the total of all associated training costs by the number of full-time equivalent employees. The proper calculation is \$4,500 divided by 25 full-time equivalent employees. Chapter: Human Resource Development Objective: Review Questions

NEW QUESTION # 120

OSHA may inspect a workplace at any time. The purpose of these inspections is to maintain safety for all workers. OSHA has established five priorities for workplace inspections. Which one of the following statements is the correct order of most important OSHA priorities to least important OSHA priorities?

- A. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, employee complaints, and follow-up inspections
- B. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, follow-up inspections, and employee complaints
- C. Imminent danger, planned inspections in high-hazard industries, employee complaints, catastrophes and fatal accidents, follow-up inspections
- D. Imminent danger, catastrophes and fatal accidents, employee complaints, planned inspections in high-hazard industries, follow-up inspections

Answer: D

Explanation:

Section: Volume B

Explanation/Reference:

Answer option C is correct.

The five OSHA priorities in order are as follows: Imminent danger, catastrophes and fatal accidents, employee complaints, planned inspections in high-hazard industries, and follow-up inspections.

Answer options D, A, and B are incorrect. These are not the correct order of OSHA priorities.

Reference: PHR Exam prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter 8: Risk 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: Risk Management

Objective: Risk Assessment

NEW QUESTION # 121

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