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HRCI- SPHR EXAM NEWEST PRACTICE EXAM 2025 ACTUAL EXAM QUESTIONS AND DETAILED CORRECT ANSWERS | A+ GRADE STUDY GUIDE

Five years ago, a Wireless company acquired a smaller competitor to gain greater market share. The acquired organization still had a very strong brand and is attractive to the financial Community. However, they acquired company has not integrated into the culture of the parent organization and has become an unprofitable drain on corporate resources. The parent company's current retrenchment strategy has failed to achieve a turnaround. Management is concerned that the entire organization will soon collapse if no action is taken with the acquired company but wants to recoup its original investment. What strategy should management execute?

- a. growth
 - b. bankruptcy
 - c. liquidation
 - d. divestiture/ implementation **Correct Answer** divesting
- part of the organization is often chosen by strategic managers when retrenchment fails to accomplish a desire turn around.

Five years ago, a Wireless company acquired a smaller competitor to gain greater market share. The acquired

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q14-Q19):

NEW QUESTION # 14

Which of the following refers to the process of attracting, screening, and selecting qualified people for a job at an organization?

- A. HR audit
- B. Straight-line operation
- **C. Recruitment**
- D. Green circle

Answer: C

Explanation:

Section: Volume B

Explanation/Reference:

Answer option B is correct.

Recruitment refers to the process of attracting, screening, and selecting qualified people for a job at an organization or firm. For some components of the recruitment process, mid- and large-size organizations often retain professional recruiters or outsource some of the process to recruitment agencies.

Answer option A is incorrect. An HR audit identifies practice areas in an organization that are working well and those that may be out of compliance with legal requirements.

Answer option D is incorrect. Green circle refers to salaries that are below the minimum of the salary range.

Answer option C is incorrect. A straight-line operation refers to two businesses that perform operations complementing each other.

Reference: "<http://en.wikipedia.org/wiki/Recruitment>"

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 15

Which of the following is the enforcement agency for compensation?

- A. Employment Standards Administration
- B. Equal Employment Opportunity Commission (EEOC)
- C. Wage and Hour Division
- **D. Department of Labor (DOL)**

Answer: D

Explanation:

Section: Volume F

Explanation/Reference:

Answer option A is correct.

Chapter: Compensation and Benefits

Objective: Benefits

NEW QUESTION # 16

Which of the following are the key components of gainsharing?

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

- **A. If the goals for improvements are met, employees and managers share the success.**
- B. Managers and employees provide their part of salary for charity.
- **C. The organization and the employees share the financial gains.**
- **D. Employees and management work together for reviewing organizational performance.**

Answer: A,C,D

Explanation:

Explanation/Reference:

Answer options A, D, and B are correct.

The following are the key components of gainsharing:

1. Employees and management work together for reviewing organizational performance.
2. The organization and the employees share the financial gains.
3. If the goals for improvements are met, employees and managers share the success.

Answer option C is incorrect. This is not the key component of gainsharing.

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 17

Your organization has employed a temporary worker for a position in your company. During employment the individual has been called to military duty. Under the Uniformed Services Employment and Reemployment Rights Act of 1994 are you obligated to reinstate the individual upon his return from duty?

- A. Yes, if they have been working as a temporary employee for more than 90 days.
- B. No, because once an employee leaves, you are not obligated to reinstate them.
- **C. No, because temporary employees do not have reinstatement rights.**
- D. Yes, the Uniformed Services Employment and Reemployment Rights Act of 1994 requires it.

Answer: C

Explanation:

Explanation/Reference:

Answer option A is correct.

Temporary employees do not have reinstatement rights under the Uniformed Services Employment and Reemployment Rights Act of 1994.

Answer option B is incorrect. Temporary employees do not have reinstatement rights, but non-temporary employees do have reinstatement rights.

Answer option C is incorrect. The 90-day notice is not a valid measurement for reinstatement of temporary personnel.

Answer option D is incorrect. This isn't a valid statement as the act doesn't require an employer to reinstate temporary workers.

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 # 18

Marcy is an hourly-paid employee in the JKJ Company. Her supervisor Tom has asked Marcy to not begin working on a presentation until he leaves a meeting. The meeting happens to last six hours and Marcy doesn't have other work to do while Tom is in the meeting. Marcy decides to read a book while she waits.

According to the Fair Labor Standards Act should Marcy be paid for reading the book? Choose the best answer:

- A. No, this is an example of engaged to wait.
- B. No, this is an example of employment lag time.
- **C. Yes, this is an example of engaged to wait.**
- D. Yes, she must be paid.

Answer: C

Explanation:

Section: Volume C

Explanation/Reference:

Answer option C is correct.

Even though Marcy doesn't have other work to complete she is still to be paid for her time. This is an example of engaged to wait - as the company has purchased her time on an hourly basis and the current assignment is to wait for Tom.

Answer option A is incorrect. Engaged to wait means that Marcy will still be paid for her time.

Answer option D is incorrect. Lag time is the time to wait between activities in project management and isn't relative in this issue.

Answer option B is incorrect. While this answer is correct you must always pick the best answer, which is the example of engaged to wait.

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

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 # 19

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