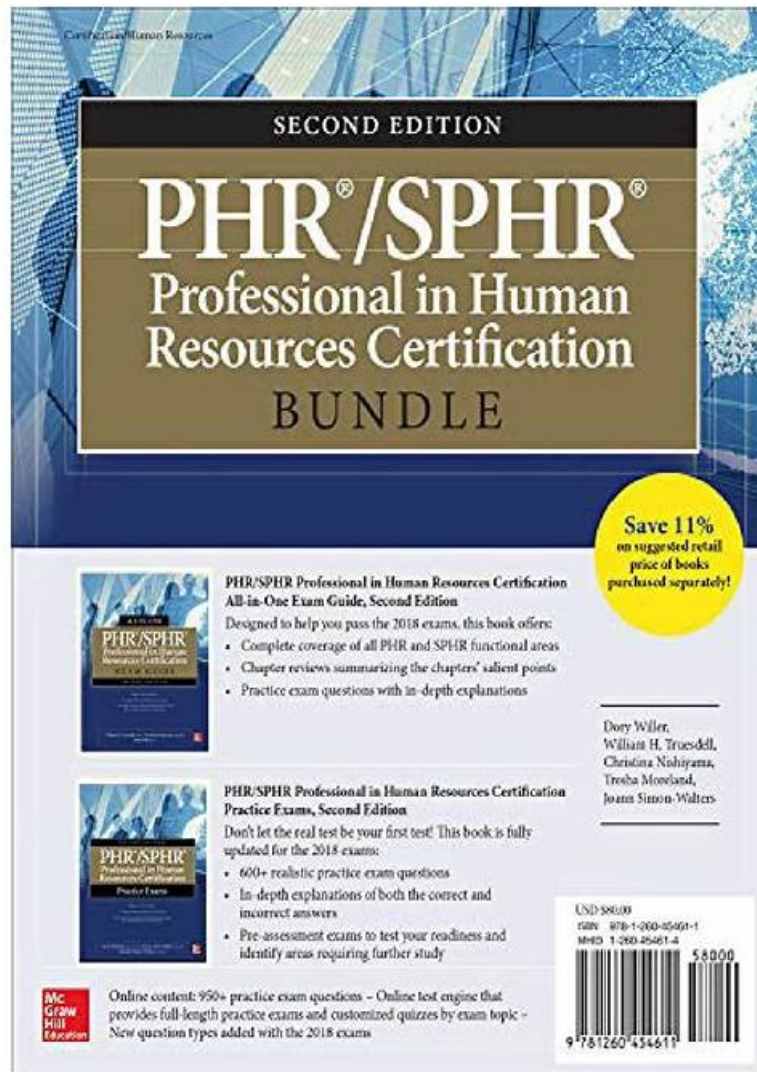# Free PDF 2025 SPHR: Valid Training The Professional in Human Resources (SPHR) Tools

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q82-Q87):

NEW QUESTION # 82

Federal legislation does not specifically prohibit disparate treatment of caregivers, but claims of disparate treatment for employees caring for elders, children, or disabled family members increased 450 percent between 1990 and 2005. On what basis are these claims filed?
Each correct answer represents a complete solution. Choose all that apply.

- A. Dvis-Bacon Act
- B. Family Medical Leave Act
- C. Title VII
- D. Americans with Disabilities Act

Answer: B,C,D

Explanation:
Section: Volume F
Explanation/Reference:
Answer options D, A, and B are correct.
According to guidance published by the EEOC, caregivers are not a protected class, but there are circumstances in which disparate treatment becomes unlawful based on stereotyping prohibited by Title VII, association with disabled individuals prohibited by the ADA, or violations of FMLA caregiving requirements.
See Chapter 4 for more information.
Chapter: Workforce Planning and Employment
Objective: Federal Employment Legislation

NEW QUESTION # 83

What act prohibits discrimination on the basis of physical and mental disabilities?

- A. ADEA of 1967
- B. Rehabilitation Act of 1973
- C. IRCA of 1986
- D. VEVRAA of 1974

Answer: B

Explanation:
Explanation/Reference:
Answer option B is correct.
The Rehabilitation Act of 1973 prohibits discrimination on the basis of physical and mental disabilities.
Answer option A is incorrect. The ADEA of 1967 is the Age Discrimination in Employment Act and addresses discrimination against employees and applicants greater than 40 years of age.
Answer option C is incorrect. VEVRAA is the Vietnam Era Veteran's Readjustment Assistance Act.
Answer option D is incorrect. IRCA is the Immigration Reform and Control Act, which prohibits discrimination on the basis of national origin and creates penalties for hiring illegal aliens.
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 # 84

Learning is best linked to performance when:

- A. Post-training skills transfer to the job
- B. Trainees report high satisfaction with the program
- C. Trainees show increased levels of knowledge
- D. Managers say they will use program tools

Answer: A

Explanation:

The goal of any training is application. Learning only adds value when the new skills and knowledge are used on the job, improving performance. This is what makes training a strategic business investment.

Extract from HRCI-aligned HR knowledge (Learning and Development):

SPHR strategy emphasizes that "learning must lead to behavior change and performance improvement." This is directly connected to Kirkpatrick Level 3 (Behavior) and Level 4 (Results), which evaluate real workplace impact.

NEW QUESTION # 85

Which of the following Acts is used to ensure the safety of workers in coal and other mines?

- A. Mine Safety and Health Act
- B. Sarbanes-Oxley Act
- C. Drug-Free Workplace Act
- D. Occupational Safety and Health Act

Answer: A

Explanation:
Section: Volume G
Explanation/Reference:
Answer option B is correct.
Chapter: Risk Management
Objective: Risk Assessment

NEW QUESTION # 86

On November 13, 2000 CFR Part 60-2 was revised to address affirmative action to make the rules more accessible and easier to implement. Which of the following statements is not part of this significant update to the Affirmative Action program in CFR Part 60-2?

- A. Reduced the number of additional required elements of the written Affirmative Action Plan from 10 to 4
- B. Granted employers with fewer than 100 employees, permission to prepare a job group analysis that uses EEO-1 categories as job groups
- C. Reaffirmed that affirmative action isn't to establish quotes, but to create goals
- D. Workforce analysis was replaced with a one-page organizational profile

Answer: B

Explanation:
Explanation/Reference:
Answer option D is correct.
The update to CFR Part 60-2 was revised and allowed employers with fewer than 150 employees, not 100, permission to prepare a job group analysis that uses EEO-1 categories as job groups.
Answer options C, B, and A are incorrect. These statements are part of the CFR Part 60-2 revision.
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
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NEW QUESTION # 87

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