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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q120-Q125):

NEW QUESTION # 120

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

Answer: A

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 # 121

As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily visible to employees. What OSHA poster lists each of the employee's rights?

- **A. OSHA 3165 poster**
- B. OSHA 5131 poster
- C. OSHA 5613 poster
- D. OSHA 3615 poster

Answer: A

Explanation:

Section: Volume B

Explanation/Reference:

Answer option A is correct.

The OSHA poster with the employee's rights is OSHA poster 3165.

Answer options D, B, and C are incorrect. The OSHA poster with the employee's rights is OSHA poster 3165.

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 # 122

Which of the following is an example of a passive training method?

- **A. Distance learning**
- B. Demonstration
- C. Self-study
- D. Vestibule training

Answer: A

Explanation:

Answer option B is correct. Distance learning is similar to a lecture in that a presenter provides information to a group of participants but does not require active participation. Vestibule training (D) is a form of simulation training. Demonstration (A) is an experiential training method. Self-study (C) is an active training method. See Chapters 2 and 5 for more information. Chapter: Human Resource Development Objective: Talent Management

NEW QUESTION # 123

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. Minimum wage requirement**

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

Answer: A,B,C

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 # 124

You have been hired as a consultant for the HJN Company to help them in their strategic planning. They have asked you to help them create goals for the company. You recommend that the meeting participants use the SMART approach to goal setting. What is SMART?

- A. It is a goal setting technique that defines the characteristics of a goal as Specific, Measurable, Action- oriented, Realistic, and Time-based.
- B. It is a goal setting technique that defines the characteristics of a goal as Specific, Monitored, Accountable, Realistic, and Time-based.
- C. It is a goal setting technique that defines the characteristics of a goal as Specific, Measurable, Action- oriented, Risk, and Tested.
- D. It is a goal setting technique that defines the characteristics of a goal as Schedule, Monetary, Action- oriented, Risk, and Time-based.

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

SMART uses the characteristics of Specific, Measurable, Action-oriented, Realistic, and Time-based.

Answer option D is incorrect. This is not a correct definition of SMART goal setting so this choice is incorrect.

Answer option C is incorrect. This is not a correct definition of SMART goal setting so this choice is incorrect.

Answer option B is incorrect. This is not a correct definition of SMART goal setting so this choice is incorrect.

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

Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Organizations

NEW QUESTION # 125

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