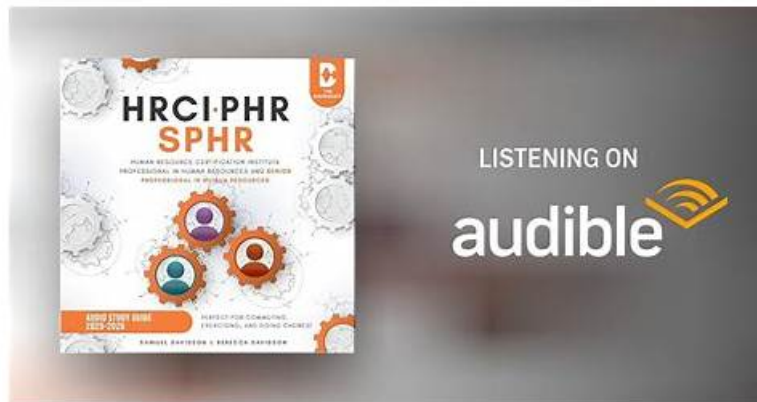


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q24-Q29):

NEW QUESTION # 24

A summary plan description is not required for which of the following?

- A. Defined-benefit plans
- B. Defined-contribution plans
- C. Flexible spending accounts
- D. AD&D insurance

Answer: D

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

Summary plan descriptions are required only for group health plans, and not for defined contribution plans, defined benefit plans, or FSAs.

Chapter: Compensation and Benefits

Objective: Review Questions

NEW QUESTION # 25

A church has announced a position for a new minister. One of the requirements of the new minister, however, is that this person be a member of the faith of the church that is hiring. This is an example of which of the following in regard to Title VII?

- A. Violation of Title VII religious requirements for employment
- B. Piece-rate system
- **C. Bona fide occupational qualification**
- D. Violation of the Title VII requirements not to discriminate employment based on religion

Answer: C

Explanation:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

This is an example of the bona fide occupational qualification for members of the clergy belonging to the same faith of the church that is hiring.

Answer option A is incorrect. A piece-rate system describes how employees are paid based on their production volume.

Answer options B and D are incorrect. This isn't a violation of the Title VII, but a bona fide occupational qualification.

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

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

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

NEW QUESTION # 26

Which of the following is a communication that damages an individual's reputation in the community, preventing them from obtaining employment?

- A. Gainsharing
- **B. Defamation**
- C. Duty of loyalty
- D. Constructive discharge

Answer: B

Explanation:

Answer option C is correct. Defamation can be described as a communication, which is responsible for damaging an individual's reputation in the community, preventing him from obtaining employment or other benefits. Answer option B is incorrect. A

constructive discharge occurs when an employer makes the workplace so hostile and inhospitable that an employee resigns. Answer

option A is incorrect. The duty of loyalty requires that all employees act in the best interest of the employer and not solicit work

away from the employer to benefit themselves. Answer option D is incorrect. Gainsharing is a system of management used by a

business to get higher levels of performance through the involvement and participation of its people. As performance improves,

employees share financially in the gain (improvement). Gainsharing is about people working smarter together and not just working

harder. Chapter: Employee and Labor Relations Objective: Federal Employment Legislation

NEW QUESTION # 27

Fred is a union employee who has been summoned by the management to an investigatory hearing regarding his conduct. Fred would like to have a union representative with him at the meeting. What is the name of the right that allows Fred to have a union representative with him at the meeting?

- A. Bumping Right
- B. Right of Way
- C. Management Rights
- **D. Weingarten Right**

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.

The Weingarten Right is a right based on the US Supreme Court case NLRB v. Weingarten in 1975. This case establishes the right of a union member employee to have a union representative present at investigatory meetings with management.

Answer option C is incorrect. The bumping right is the right of a senior employee whose position may be eliminated, and who opts to take the position of a less senior employee instead of losing the employment altogether.

The less senior employee is "bump" out of employment by the senior employee.

Answer option D is incorrect. Right of way is not a valid term for this scenario.

Answer option A is incorrect. Management rights describe the ability of management to manage their organization the way they see fit unless the management approach contradicts a union labor contract.

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: Employee Relations

NEW QUESTION # 28

Which of the following scenarios is the best example of a kinesthetic learning experience?

- A. Observing a peer complete a new task
- **B. Learning to bake a cake by following a new recipe**
- C. Listening to audio lectures from a previously attended lecture
- D. Reading a book and highlighting important phrases, terms, and ideas

Answer: B

Explanation:

Section: Volume C

Explanation/Reference:

Answer option C is correct.

A kinesthetic learning experience is when the learner experiences the thing to be learned. Learning to bake a cake by following a recipe is an example, as the learner is doing the activity to learn.

Answer option A is incorrect. This is an example of a visual learning experience.

Answer option B is incorrect. This is an example of an auditory learning experience.

Answer option D is incorrect. This choice is tempting, but the learner is not participating, only watching. This is an example of a visual learning experience.

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: Talent Management

NEW QUESTION # 29

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