

# HRCI SPHR Real Exam Questions, New SPHR Exam Bootcamp

## HRCI SPHR Practice Questions with Verified Solutions

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership

D. Authoritarian leadership - Ans: B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment

D. None, because it's consensual - Ans: C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

The international gas utility company for which you direct HR does not have an organized health and safety program for its workers. What should be your first step?

- A. Focus on becoming compliant with international, federal, state, and local safety standards.
- B. Identify the employees who are most at risk and begin safety efforts with them.
- C. Obtain approval for a company-wide incentive program based on zero accidents or injuries.
- D. Meet with the workers' compensation brokers to assess the costs of lack of a safety program.

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The SPHR certification exam covers a wide range of HR topics, including business management, talent planning and acquisition, learning and development, total rewards, employee relations, and risk management. SPHR Exam is designed to test an individual's knowledge and skills in these areas and to ensure that they are able to apply them in real-world situations.

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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q115-Q120):

### NEW QUESTION # 115

Which of the following provides incentives to sales employees by paying them a percentage of the sale price for products and services sold to a customer?

- A. Base pay
- B. Hazard pay

- C. Commissions
- D. Geographic pay

**Answer: C**

Explanation:

Explanation/Reference:

Answer option C is correct.

Commissions provide incentives to sales employees by paying them a percentage of the sale price for products and services sold to a customer.

Commission is a type of incentive to sales employees. The company pays them a percentage of the sale price for products and services sold to a customer. Commission may serve as the entire cash compensation package, or it may be provided in combination with a base salary.

Answer option B is incorrect. Base pay is the amount of compensation that the employer and the employee agree will be paid for the performance of particular duties.

Answer option D is incorrect. Hazard pay is additional pay for dangerous or risky working conditions.

Answer option A is incorrect. Geographic pay ensures that employees working in different locations are paid at rates competitive in the labor market for specific jobs and locations.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

#### **NEW QUESTION # 116**

Which of the following requires an employee to act with reasonable care and skill in the course of performing work for the employer?

- A. Duty of diligence
- B. Due process
- C. Duty of loyalty
- D. Duty of obedience

**Answer: A**

Explanation:

Section: Volume G

Explanation/Reference:

Answer option B is correct.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

#### **NEW QUESTION # 117**

DRAG DROP

Drag and drop the compensations beside their corresponding descriptions.

Select and Place:

| Compensation | Description                                                                                                                                                                                   |
|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Place Holder | It includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation, 401(k) matching, medical care premiums, pension plans, and paid time off. |
| Place Holder | It includes nontraditional work-life balance benefits such as telecommuting, on-site childcare, and flex time.                                                                                |
| Place Holder | It includes payments made to employees that are associated with wages and salaries. This includes base pay, variable compensation, and pay for performance.                                   |
| Place Holder | It includes fringe benefits such as vacation, sick, and holiday pay; insurance premiums paid on behalf of employees; leaves of absence, etc.                                                  |

Indirect
Direct
Nonmonetary
Monetary

**Answer:**

**Explanation:**

| Compensation | Description                                                                                                                                                                                   |
|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Monetary     | It includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation, 401(k) matching, medical care premiums, pension plans, and paid time off. |
| Nonmonetary  | It includes nontraditional work-life balance benefits such as telecommuting, on-site childcare, and flex time.                                                                                |
| Direct       | It includes payments made to employees that are associated with wages and salaries. This includes base pay, variable compensation, and pay for performance.                                   |
| Indirect     | It includes fringe benefits such as vacation, sick, and holiday pay; insurance premiums paid on behalf of employees; leaves of absence, etc.                                                  |

**Explanation/Reference:**

At the broadest level, compensation and benefits, also referred to as total rewards, can be described as an exchange of payment from an employer for the services provided by its employees. The components of total rewards package are as follows:

**Monetary compensation:** Monetary compensation includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation, 401(k) matching, medical care premiums, pension plans, and paid time off. Other kinds of rewards include benefits that support the organization's culture such as stock options, Employee Stock Ownership Programs (ESOPs), and incentive plans.

**Nonmonetary compensation:** Nonmonetary compensation includes nontraditional work life balance benefits such as telecommuting, on site childcare, and flex time.

**Direct compensation:** Direct compensation includes payments made to employees that are associated with wages and salaries. This includes base pay, variable compensation, and pay for performance.

**Indirect compensation:** Indirect compensation consists of any employee payments not associated with wages and salaries. This includes fringe benefits such as vacation, sick, and holiday pay; insurance premiums paid on behalf of employees; leaves of absence; 401(k) or other pension plans; and government mandated benefits such as Social Security or Family and Medical Leave Act (FMLA) and other benefits.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

### NEW QUESTION # 118

What term is assigned to the barriers that women and minorities may face when trying to advance to senior levels of an organization?

- A. Governmental barrier
- B. Internal structure barrier
- C. Societal barrier
- D. Glass ceiling

**Answer: D**

Explanation:

Section: Volume A

Explanation/Reference:

Answer option D is correct.

The term "glass ceiling" describes the invisible, but evident barriers that can prevent women and minorities from achieving the senior levels of an organization. Robert Dole introduced the legislation that was amended into Title II of the Civil Rights Act of 1991.

Answer option A is incorrect. The societal barrier is one of the three barriers of the glass ceiling concept. It addresses limited educational opportunities and biases related to gender, race, and ethnicity.

Answer option B is incorrect. Internal structure barrier is one of the three barriers of the glass ceiling concept. It addresses corporate practices, management control, and recruiting programs.

Answer option C is incorrect. Governmental barrier is one of the three barriers of the glass ceiling concept. It addresses the inconsistent enforcement of equal opportunity.

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 # 119

What is an Excelsior list?

- A. A list of all employees in the bargaining unit provided by the employer to the union within 7 days of the scheduling of an election by the NLRB
- B. A list of all employees in the bargaining unit provided by the union to the employer within 7 days of the scheduling of an election by the NLRB
- C. A list of the employees who do not want the union to represent them
- D. A list of the employees who have signed authorization cards for the union

**Answer: A**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option B is correct.

Once an election has been scheduled, the employer must provide a list, known as an Excelsior list, containing the names and address of all employees in the bargaining unit determined by the NLRB. See Chapter 7 for more information.

Chapter: Employee and Labor Relations

Objective: Union Organization

### NEW QUESTION # 120

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