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### HRCI The Professional in Human Resources (SPHR) Sample Questions (Q98-Q103):

#### NEW QUESTION # 98

Organizations must assess the safety of their workplaces and consider the ability of a business to continue despite risk impact. When assessing business continuity risks, the HR Professional must consider several different types of disasters, their probability, and impact on an organization. What category of disaster is best described as acts of terrorism, major thefts, sabotage, or labor disputes?

- A. Serious information security incidents
- **B. Organized or deliberate disruptions**
- C. System failures
- D. Environmental disasters

**Answer: B**

Explanation:

Section: Volume C

Explanation/Reference:

Answer option A is correct.

Terrorism, major thefts, sabotage, and labor disputes are all categorized and analyzed for their effect on business continuity as an organized or deliberate disruption.

Answer option B is incorrect. Environmental disasters are things like earthquakes, tornados, fires, and even chemical spills.

Answer option D is incorrect. Serious information security incidents are things like hacker and cyber attacks on an organization's information systems.

Answer option C is incorrect. System failures are part of the loss of public utilities and services.

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: Risk Management

Objective: Risk Identification

#### NEW QUESTION # 99

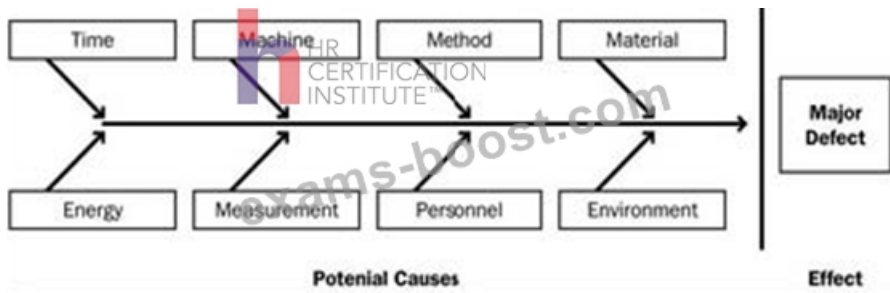
Part of organizational development is a commitment to quality. What quality control tool is also known as a fishbone diagram?

- A. Control chart
- **B. Ishikawa chart**
- C. Pareto chart
- D. Histogram chart

**Answer: B**

Explanation:

Answer option C is correct. An Ishikawa chart is also known as a fishbone diagram or a cause-and-effect chart. The Ishikawa diagram (or fishbone diagram or also cause-and-effect diagram) is a diagram that shows the causes of a certain event. A common use of the Ishikawa diagram is to identify potential factors causing an overall effect. It helps identify causal factors and root causes.



It is known as a fishbone diagram because of its shape, similar to the side view of a fish skeleton. It is considered as a basic tool of quality management. Answer option B is incorrect. A histogram is simply a bar chart and isn't ordered from largest to smallest. Answer option D is incorrect. A Pareto chart is a special histogram in that it shows categories of failures from the largest failure to the smallest failure. Answer option A is incorrect. A control chart shows trend analysis by tracking the results of measurements over time. 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: Organization Development

#### NEW QUESTION # 100

Which of the following encourages individual employee self esteem, such as satisfaction from challenging and exciting assignments?

- A. Entitlement philosophy
- B. Total reward
- C. Monetary compensation
- D. Intrinsic reward

**Answer: D**

Explanation:

Explanation/Reference:

Answer option B is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

#### NEW QUESTION # 101

As an HR Professional, you need to be familiar with learning concepts. One such concept is orientation to learning. Which of the following statements best describes orientation to learning?

- A. What I learn today needs to be able to help me solve problems in the workplace tomorrow.
- B. I am an adult, I can direct myself.
- C. Learning is hard work and time-exhaustive.
- D. I am a worker and what I learn must work in the real world.

**Answer: A**

Explanation:

Explanation/Reference:

Answer option A is correct.

Orientation to learning is one of Knowle's learning concepts for adults. Orientation to learning means that what's taught in the classroom should be immediately applicable in the workplace.

Answer option B is incorrect. This statement is an example of the learner's self-concept.

Answer option D is incorrect. This isn't a valid statement about orientation to learning.

Answer option C is incorrect. This choice is close to accurate, but must include a demand for the immediate application of the knowledge gained.

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 # 102

As part of your implementation of a new course, you will deliver pilot programs to a small group of learners in your organization. Which of the following are the two types of pilot programs that an organization can use within ADDIE?

- A. Job-sampling program and abbreviated program format
- B. Instructor-to-instructor format and instructor-to-peer format
- C. Mock program and management-driven format
- **D. Identical program format and abbreviated program format**

**Answer: D**

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

There are two generally accepted approaches to hosting pilot training: Identical program format and abbreviated program format.

Answer option A is incorrect. These are not valid types of program formats. The two that are used with ADDIE implementation are identical program format and abbreviated program format.

Answer option B is incorrect. These are not valid types of program formats. The two that are used with ADDIE implementation are identical program format and abbreviated program format.

Answer option D is incorrect. These are not valid types of program formats. The two that are used with ADDIE implementation are identical program format and abbreviated program format.

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 # 103

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