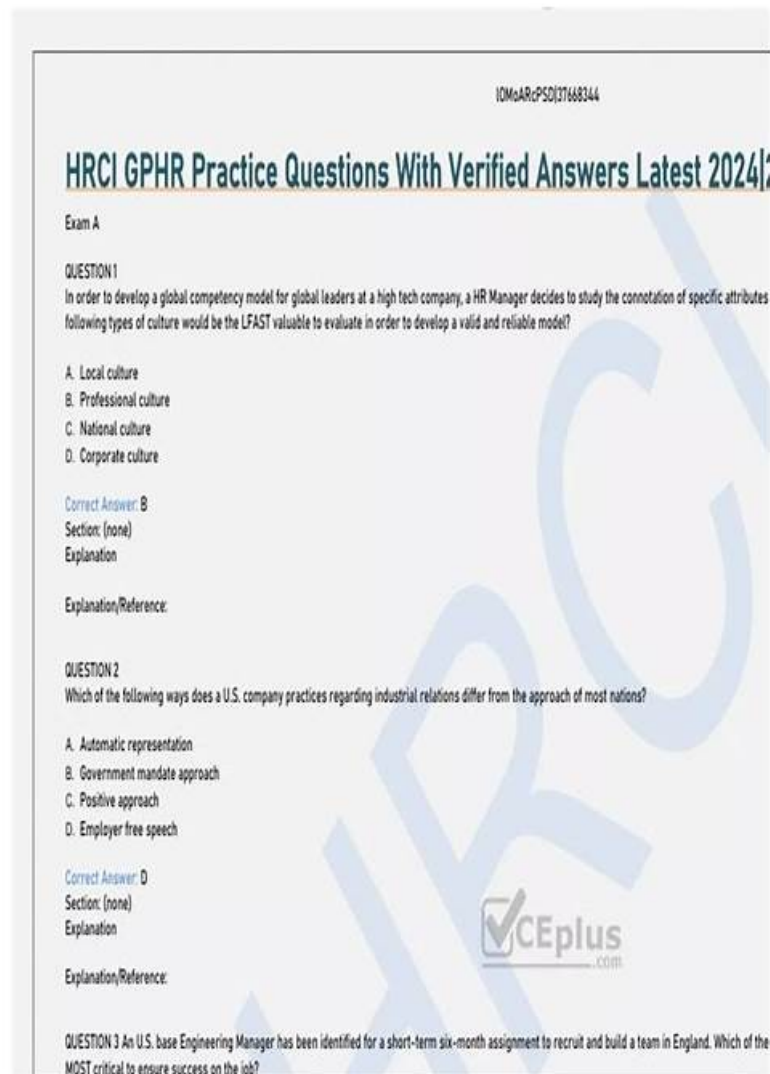# HRCI SPHRi Guaranteed Questions Answers | SPHRi Dumps PDF

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HRCI Senior Professional in Human Resources - International Sample Questions (Q254-Q259):

NEW QUESTION # 254
If the leave is foreseeable but the employee fails to provide his employer with appropriate advance notice, for how long after the start of the leave may the employer delay the employee's FMLA coverage?

- A. 15 days
- B. 45 days
- C. 30 days
- D. 60 days

Answer: C

Explanation:
If the leave is foreseeable but the employee fails to provide his employer with appropriate advance notice, the employer may delay FMLA coverage for 30 days from the date of notification.
The employer may, of course, delay coverage for less than 30 days-so 15 days is an option-but the employer has a full 30 days. The employer may not, however, delay coverage beyond this, so 45 days or 60 days is far too long.

NEW QUESTION # 255
Risk transfer can typically be affected by doing which of the following?

- A. Being familiar with chances of risk and creating a financial buffer against future costs
- B. Reviewing employment policies frequentlyto avoid the chances of an employee lawsuit
- C. Purchasing employment practices liability insurance to protect a business
- D. Taking advance action to consider potentials for risk and prevent problems from occurring

Answer: C

Explanation:
Employment practices liability insurance is available to provide businesses with a form of risk transfer. With the insurance, the business can transfer at least part of the cost of risk to another source. Reviewing employment policies to avoid the chances of an employee lawsuit is considered risk mitigation. Taking advance action to consider potentials for risk and prevent problems from occurring is part of risk avoidance. Being familiar with chances of risk and creating a financial buffer against future costs is considered risk acceptance.

NEW QUESTION # 256
The components of an effective substance abuse program include all of the following EXCEPT:

- A. A written statement regarding the company/s no-tolerance policy about substance abuse
- B. Targeted drug testing for employees who have substance abuse problems
- C. Upper-level management support for all substance abuse programs and policies
- D. Management training programs for implementing substance abuse policy

Answer: B

Explanation:
Effective substance abuse programs require that drug testing be completely fair, and targeted drug testing for employees who betray substance abuse problems would not necessarily fall under the description of "fair." Answer choices A, B, and D are incorrect because all represent components of an effective substance abuse program within an organization. Additionally, answer choices A, B, and D can each be practiced and applied consistently with all employees to set clear and fair expectations for the entire workforce and not just a targeted population.

NEW QUESTION # 257

The Foreign Corrupt Practices Act (FCPA) was designed to do which of the following?

- **A. Prevent American businesses from bribing foreign governments.**
- B. Phrevent illegal trafficking of merchandise.
- C. Set igh standards for American businesses that have locations abroad.
- D. Curtail extensive imports to bolster domestic manufacturing.

Answer: A

Explanation:

The Foreign Corrupt Practices Act (FCPA) was created specifically to prevent American businesses from bribing foreign governments. This act has nothing to do with the illegal trafficking of merchandise (answer choice A) or changing the level of imports (answer choice B). And while the larger role of the act is to maintain fair standards, answer choice C is incorrect because it is not clear about the nature of these fair standards.

NEW QUESTION # 258

To find further cost savings, the VP of HR wants to eliminate the benefits and perquisites that employees rarely use. The company has not been tracking usage dat a.
How should she go about determining which ones are underutilized?

- A. Conduct interviews with individual employees.
- B. Review stay and exit interviews to determine which benefits are most frequently and
- C. Review statistical data on what company benefits employees generally use and do not use.
- **D. Conduct a company-wide employee survey.**

Answer: D

Explanation:

The VP of HR displays the ability to make critical evaluations by being knowledgeable on how to best gather data. The best data collection method in this case is an employee survey.
Conducting interviews is too time intensive and would not survey the entire workforce. Reviewing stay and exit interviews is unlikely to provide the needed information. Reviewing data from outside the organization would not answer the question of which benefits the companys employees are using and not using.

NEW QUESTION # 259

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