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SPHR Questions with Complete Solutions 2023 100% Correct

Black Lung Benefits Act (BLBA) - Answer Coal Miners disabled pneumoconiosis

Consumer Credit Protection Act (CCPA) - Answer Can't fire garnished employees and limits garnishments

Contract Work Hours and Safety Standards Act (CWHSSA) - Answer Fed construction projects 100K time and a half prohibits hazardous conditions

Copeland "Anti-Kickback" Act - Answer Dcd contractors & subs construction or repair not allowed to make kicking back part of pay condition for hiring

Davis Bacon and Related Acts (DBRA) - Answer Contractors & subs 2k prevailing wage & fringe benefits

Employee Polygraph Protection Act of 1988 (EPPA) - Answer The Man can't make you take a lie detector test

Employee Retirement Income Security Act of 1974 (ERISA) - Answer Minimum standards for pension plans in private industry, only requires that those who establish plans must meet certain minimum standards

Energy Employees Occupational Illness Compensation Program - Answer DOE, Energy Employees Occupational Illness Compensation Program Act

Executive Order 11246 (E.O 11246) - Answer Prohibits discrimination in federal, etc. construction projects 10K

Fair Labor Standards Act (FLSA) - Answer Prescribes standards for the basic minimum wage and overtime pay/restricts the hours that children under age 16 can work/required fed minimum wage

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q81-Q86):

NEW QUESTION # 81

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. Weingarten Right**
- D. Management Rights

Answer: C

Explanation:

Section: Volume D

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 # 82

Robert is the HR Professional for his organization and he's preparing for several interviews with candidates for an open position in his company. Several interviewers will participate in the interview process and Robert is meeting with all interviewers to discuss the process. Robert wants to define and document the interview process for all interviewers to abide by the Uniform Guidelines on Employee Selection Procedures. What is the purpose of the meeting and the documentation of the interview process?

- A. Roberts wants to approve all questions the interviewers may ask the job candidates.
- B. Roberts wants all of the interviewers to grade each candidate.
- **C. Robert wants all of the interviewers to be consistent through the interviews.**
- D. Robert wants all of the interviewers to ask the same questions.

Answer: C

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149, Section III, The US HR Body of Knowledge.

Chapter: Workforce Planning and Employment Objective: Staffing Programs

NEW QUESTION # 83

Which of the following HR strategies would be most useful in dealing with a workforce that lacks accountability?

- A. Begin to gather employee feedback through surveys and exit interviews.
- B. Conduct a skills assessment to determine performance deficiencies.
- C. Follow the progressive disciplinary process.
- D. Identify training needs through an assessment.

Answer: A

Explanation:

Explanation/Reference:

Answer option C is correct.

Employee-engagement activities center around the function of gathering meaningful feedback. Surveys, interviews, and focus groups are just some of the examples of formal feedback systems that can be used to improve organizational outcomes. From this feedback, solutions such as training (A) and targeted performance improvement plans (B, D) can be assessed. See Chapter 7 for more information.

Chapter: Employee and Labor Relations

Objective: Union Organization

NEW QUESTION # 84

Which report do local and state governments require employers to file in odd-numbered years?

- A. EEO-3 Report
- B. EEO-1 Report
- C. EEO-4 Report
- D. EEO-5 Report

Answer: C

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. 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 # 85

Jennifer is the HR Professional for her organization. Her supervisor, Dan, has asked Jennifer to find the Compa-ratio for Sam. Sam earns \$40,000 as a mechanic, but the midpoint for a mechanic is actually \$50,000. What is the Compa-ratio for Sam?

- A. 125 percent
- B. \$10,000
- C. -\$10,000
- D. 80 percent

Answer: D

Explanation:

Explanation/Reference:

Answer option C is correct.

The compa-ratio helps organizations determine how closely an employee's pay is in synch with market.

You must also consider the length of employment, service, skills, and other factors in the decision for compensation. The ratio is found by dividing the employees' salary (\$40,000) by the midpoint for the role (\$50,000) for the ratio of 80 percent.

Answer options A, D, and B are incorrect. These are not valid calculations for the compa-ratio.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.

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

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 86

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