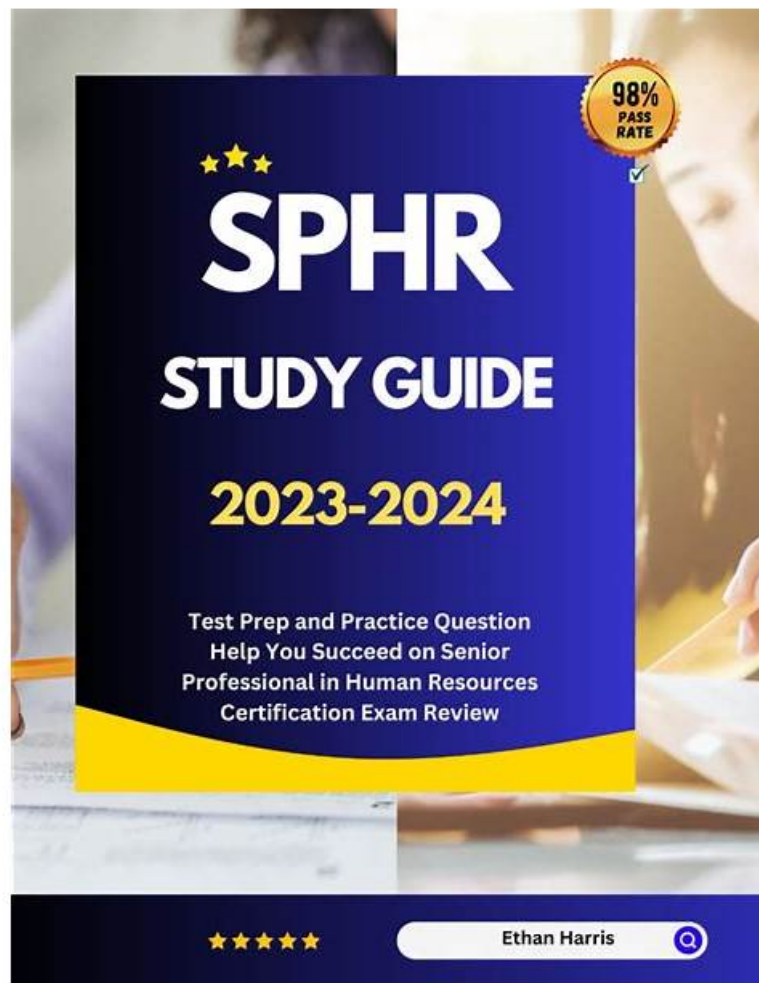


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q11-Q16):

NEW QUESTION # 11

DRAG DROP

Drag and drop the types of Qualified Deferred Compensation Plans that correspond to their descriptions.
Select and Place:

Qualified Deferred Compensation Plan	Description
Place Holder	It relies on contributions from employees and employers to fund IRAs.
Place Holder	It allows employers to contribute deferred compensation based on a percentage of company earnings each year.
Place Holder	It uses a fixed percentage of employee earnings to defer compensation.
Place Holder	It is one in which the employer provides a pension for employees based on a formula.
Defined-Benefit	
Defined-Contribution	
Profit-Sharing	
Money-Purchase	

Answer:

Explanation:

Qualified Deferred Compensation Plan	Description
Defined-Contribution	It relies on contributions from employees and employers to fund IRAs.
Profit-Sharing	It allows employers to contribute deferred compensation based on a percentage of company earnings each year.
Money-Purchase	It uses a fixed percentage of employee earnings to defer compensation.
Defined-Benefit	It is one in which the employer provides a pension for employees based on a formula.

Explanation/Reference:

The following are the types of Qualified Deferred Compensation Plans:

Defined Benefit Plan: A defined benefit plan is one in which the employer provides a pension for employees based on a formula.

Defined Contribution Plan: A defined contribution plan relies on contributions from employees and employers to fund IRAs.

Profit Sharing Plan: A profit sharing plan allows employers to contribute deferred compensation based on a percentage of company earnings each year.

Money Purchase Plan: A money purchase plan uses a fixed percentage of employee earnings to

defer compensation.

Chapter: Compensation and Benefits

Objective: Benefits

NEW QUESTION # 12

Which of the following are hired only at times of the year when the workload increases?

- A. Independent contractors
- B. Intern
- C. Seasonal workers
- D. On-call workers

Answer: C

Explanation:

Answer option A is correct.

Chapter: Workforce Planning and Employment

Objective: Strategic Workforce Planning

NEW QUESTION # 13

Which of the following activities is not a responsibility of the operations function of a business?

- A. Designing the product
- B. Scheduling production runs to coincide with customer demand
- C. Ensuring that products or services meet quality standards
- D. Determining what new products will be produced

Answer: D

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

Marketing is responsible for determining what new products will be produced based on market research designed to find out what products customers are willing to purchase. See Chapter 3 for more information.

Chapter: Business Management and Strategy

Objective: Organizations

NEW QUESTION # 14

Which of the following business structure is owned by two or more people who share final authority for all business decisions?

- A. Limited liability company (LLC)
- B. Corporation
- C. Partnership
- D. Sole proprietorship

Answer: C

Explanation:

Explanation/Reference:

Answer option A is correct.

Chapter: Business Management and Strategy

Objective: Organizations

NEW QUESTION # 15

During an interview test John scored highly as being an individual who possesses empathy for others.

John has been awarded the job and is now performing in the organization. Evidence since John's hiring has shown that John is indeed someone who is empathetic to others. This is an example of what type of validity?

- A. Criterion-related validity
- **B. Predictive validity**
- C. Construct-related validity
- D. Content validity

Answer: B

Explanation:

Explanation/Reference:

Answer option A is correct.

Predictive-validity is a confirmation of characteristics, the candidate is tested for during the interview process, hold true in the actual performance of the candidate once they've been hired. John was tested to be someone who is empathetic to others and his job performance has validated this belief.

Answer option D is incorrect. Content validity is an evidence that the candidate can perform key aspects of the job in the interview process, such as conversing in English and then in Spanish if these were the requirements of the job.

Answer option C is incorrect. Criterion-related validity is an example where performance scores achieved by current employees are based on the criterion used for the selection. For example, current employees can perform better because they can design artwork in particular software programs so applicants must be able to use the particular software program to qualify for the position.

Answer option B is incorrect. Construct-related validity measures certain psychological tests to determine if the applicant possesses the desired characteristics to operate successfully in the position.

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 # 16

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