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The HRCI SPHRi Exam covers a broad range of topics, including strategic HR management, talent acquisition and retention, employee engagement, and diversity and inclusion. SPHRi exam also tests candidates on their knowledge of HR regulations and laws in different countries, including employment contracts, compensation and benefits, and labor relations.

HRCI Senior Professional in Human Resources - International Sample Questions (Q115-Q120):

NEW QUESTION # 115

What types of organizations are required to maintain an affirmative action program

- A. None, rather it's best practice for all organizations to remain informed of minority and
- B. All federal, state and local government agencies
- **C. Federal government contractors or subcontractors, as mandated by the Office of Federal**
- D. All organizations with more than 50 employees, as mandated by the Equal Employment

Answer: C

Explanation:

Federal contractors and subcontractors are required by the OF CCP to annually review and update their AAPs, which include a report and documentation of affirmative actions such as outreach efforts and training programs.

NEW QUESTION # 116

Based on federal recommendations, for how long should OSHA forms be retained by an employer?

- A. 2 years
- B. 3 years
- C. 7 years
- **D. 5 years**

Answer: D

Explanation:

Federal recommendations state that employers should retain OSHA forms for a minimum of 5 years. Retaining forms for 2 or 3 years is too brief. Forms may certainly be retained for 7 years, but this exceeds the minimum federal recommendations.

NEW QUESTION # 117

Which word best characterizes employee movement in the team-based model of career development?

- A. Frequent
- B. Upward
- **C. Lateral**
- D. Static

Answer: C

Explanation:

In a team-based model of career development, employee movement is generally lateral. The members of a work team are on the same level, so position change is not generally considered as promotion or demotion. Some organizations encourage this sort of lateral movement because it gives employees a broader set of skills and reduces burnout.

NEW QUESTION # 118

Tara's boss asks her to pick up an important client from the airport. The client's flight is delayed, so Tara goes to a nearby restaurant and eats dinner. Should Tara be compensated for this time?

- A. No, because she has been engaged to wait.
- **B. Yes, because she has been engaged to wait.**
- C. Yes, because she is waiting to be engaged.
- D. No, because she is waiting to be engaged.

Answer: B

Explanation:

Tara should be compensated for this time, because she has been engaged to wait. She is not responsible for the flight delay, and so long as her employer wants her to keep waiting for the delayed flight, she should continue to be compensated.

NEW QUESTION # 119

Which of the following employees would be most likely to receive on-call pay?

- **A. High school janitor with the keys to the school's generator**
- B. Dermatologist who owns their own practice
- C. Police officer in a large precinct
- D. Receptionist for a child care facility

Answer: A

Explanation:

A high school janitor with the keys to the school generator would be most likely to receive on-call pay, compensation given to employees who must be available in case of emergency. Many doctors are on call, but they rarely receive special pay for this time, and dermatologists field few emergency requests. A receptionist would not need to be on call very often. A police officer is always on call and does not receive special pay.

NEW QUESTION # 120

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