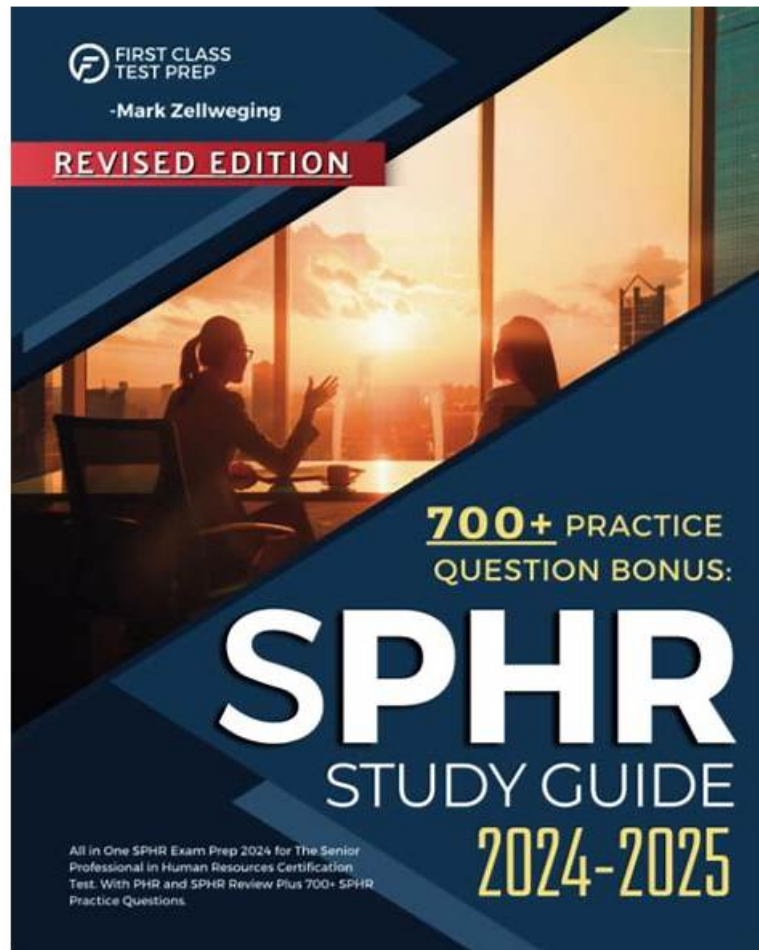


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q114-Q119):

NEW QUESTION # 114

Which of the following describes the financial condition of the business at a specific point in time?

- A. Accounts receivable ledger
- **B. Balance sheet**
- C. Profit and loss statement
- D. Statement of cash flows

Answer: B

Explanation:

Explanation/Reference:

Answer option C is correct.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Basic Budgeting and Accounting

NEW QUESTION # 115

What is the primary challenge HR leaders will continue to face as new technologies emerge?

- **A. Data security and management**
- B. Limited customization of cloud solutions
- C. Recruiting costs and engagement

Answer: A

Explanation:

As HR technologies grow in complexity (e.g., HRIS, AI, analytics), the risks tied to data privacy, cybersecurity, and regulatory compliance grow as well. This requires HR to manage confidentiality, consent, and ethical data use.

Extract from HRCI-aligned HR knowledge (Leadership and Strategy):

SPHR professionals must "align HR technology strategies with organizational needs, while mitigating data governance risks." Data privacy laws (like GDPR, HIPAA, and state regulations) are growing concerns in digital HR ecosystems.

NEW QUESTION # 116

Which of the following factors can adversely affect transfer of training?

- A. Training Cost per Employee
- B. The trainer's expertise
- **C. A lack of job reinforcement**
- D. The subject of the training

Answer: C

Explanation:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

A lack of job reinforcement can adversely affect transfer of training. Other adverse impacts are the result of interference from the immediate work environment and a nonsupportive organizational climate. The trainer's expertise (A) could affect how well trainees learn information but does not specifically affect transfer of training.

The subject of the training (C) affects how receptive trainees are to the information but not necessarily how the information transfers to the job.

Chapter: Human Resource Development

Objective: Review Questions

NEW QUESTION # 117

When designing new seminars and learning programs with ADDIE, you should often use SMART for learning objectives. What does SMART mean?

- A. Scalable, Measurable, Activities, Realistic, Tested
- B. Specific, Measurable, Action-oriented, Realistic, Tested
- C. Scalable, Measurable, Action-oriented, Reviewed, Time-bound
- **D. Specific, Measurable, Action-oriented, Realistic, Time-bound**

Answer: D

Explanation:

Explanation/Reference:

Answer option D is correct.

SMART means Specific, Measurable, Action-oriented, Realistic, Time-bound. SMART can be used for goal setting, learning objectives, and project management objectives.

Answer option A is incorrect. Scalable, Activities, and Tested aren't part of SMART.

Answer option B is incorrect. Scalable isn't part of SMART.

Answer option C is incorrect. Tested isn't part of SMART.

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 # 118

A statement of cash flows is a financial report that tells you which of the following?

- **A. Where the money used to operate the business came from**
- B. How much money is owed to the company by its customers
- C. The financial condition of the business at a specific point in time
- D. The financial results of operations over a period of time

Answer: A

Explanation:

Answer option A is correct. A statement of cash flows provides information about the money that flowed through the business. It identifies whether the cash was received from customers, loans, or other sources; how much cash was spent to operate the business; and how much was reinvested in the business. A balance sheet describes the financial condition of the business at a specific point in time (B). The income statement, or profit and loss statement, tells you the financial results of operations over a period of time (D). An accounts-receivable ledger describes how much money is owed to the company by each customer (C). See Chapters 2 and 3 for more information. Chapter: Core Knowledge Requirements for HR Professionals Objective: Basic Budgeting and Accounting

NEW QUESTION # 119

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