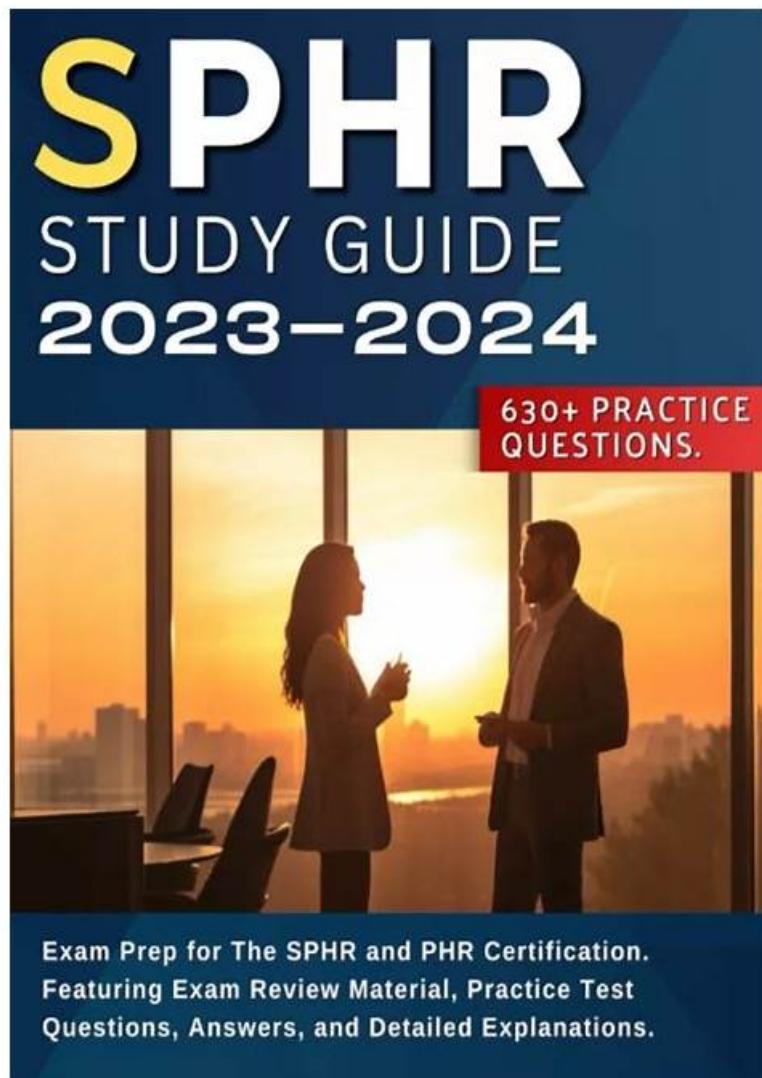


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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q84-Q89):

### NEW QUESTION # 84

An employee with previously good attendance and performance reviews is exhibiting increased incidences of tardiness, absenteeism, and mistakes. The manager suspects that the employee may have a drinking problem. When conducting an investigation, HR should initially refer to:

- A. EAP guidelines and ADEA
- B. The Drug-Free Workplace Act and EAP
- C. Past practices and EEOC guidelines
- D. **The ADA and the organization's policy**

### Answer: D

#### Explanation:

The ADA (Americans with Disabilities Act) protects individuals with a history of substance use disorders if they are not currently engaging in illegal use. HR must balance ADA obligations with the organization's drug-free policies. Referring to both the law (ADA) and internal policies ensures that actions are consistent, legally sound, and defensible.

Extract from HRCI-aligned HR knowledge (Employee Relations and Engagement/ Legal Compliance):

SPHR-level practitioners are expected to apply federal laws (e.g., ADA, FMLA) in investigating employee issues. "When substance abuse is suspected, HR must ensure that responses follow the organization's policy and are ADA-compliant," especially in maintaining confidentiality, allowing for accommodations, and following due process before disciplinary action.

### NEW QUESTION # 85

A risk reduction strategy that many organizations use for terminated vested participants or retirees of a defined benefit pension plan is to:

- A. Reduce benefit contributions
- B. Increase the retirement age
- C. **Provide lump sum payouts**
- D. Terminate the plan

### Answer: C

#### Explanation:

Offering lump sum payouts removes long-term liabilities and actuarial risk for the company. It allows participants to take full control, and organizations to reduce future plan obligations.

Extract from HRCI-aligned HR knowledge (Total Rewards):

SPHR knowledge includes "risk mitigation in legacy retirement plans," and identifies de-risking strategies such as lump sum offerings to reduce exposure to market fluctuations and longevity risk.

### NEW QUESTION # 86

Within the Worker Adjustment and Retraining Notification Act, there are rules for notifying employees of mass layoffs and plant

closings. There are, however, three exceptions to the notification time limit. Which one of the following is a valid exception to the notification time limit for a plant closing?

- A. Acquisition of firm by competition
- B. Death of business owner
- **C. Natural disaster**
- D. Replacement of jobs from one state to another

**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: Organization Exit/Off-Boarding Processes

### **NEW QUESTION # 87**

As an HR Professional, you must be familiar with many laws and the process of how laws come into existence. One type of law is an administrative law. Which of the following is NOT an example of an administrative law?

- **A. Corporate governance**
- B. Agency orders
- C. Agency rules and regulations
- D. Executive orders

**Answer: A**

Explanation:

Explanation/Reference:

Answer option D is correct.

Corporate governance refers to the influences that may impact the way corporations are managed, not the way a bill may become a law.

Answer option A is incorrect. Agency rules and regulations are laws developed by federal agencies, such as OSHA.

Answer option B is incorrect. Executive orders are orders signed by the president - they become laws after existing in the Federal Register for 30 days.

Answer option C is incorrect. Agency orders are also laws originating from federal agencies such as the National Labor Relations Board.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

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

Chapter: Business Management and Strategy

Objective: Corporate Governance

### **NEW QUESTION # 88**

An organization would like to hire a 15-year old for some duties in their business. Which one of the following rules would be breaking the requirements of the child labor provisions of the FLSA?

- A. 8 hours in a non-school day
- B. Non-school hours only
- **C. 4 hours per school day**
- D. 18 hours per school week

**Answer: C**

Explanation:

Explanation/Reference:

Answer option A is correct.

Employers are only allowed to employ 15 year olds, a maximum of three hours per school day, not more.

Answer option B is incorrect. A 15-year old may work only in non-school hours.

Answer option D is incorrect. A 15-year old may work no more than eight hours on a non-school day.

Answer option C is incorrect. The maximum a 15-year old may work is 18 hours per school week.

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 # 89

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