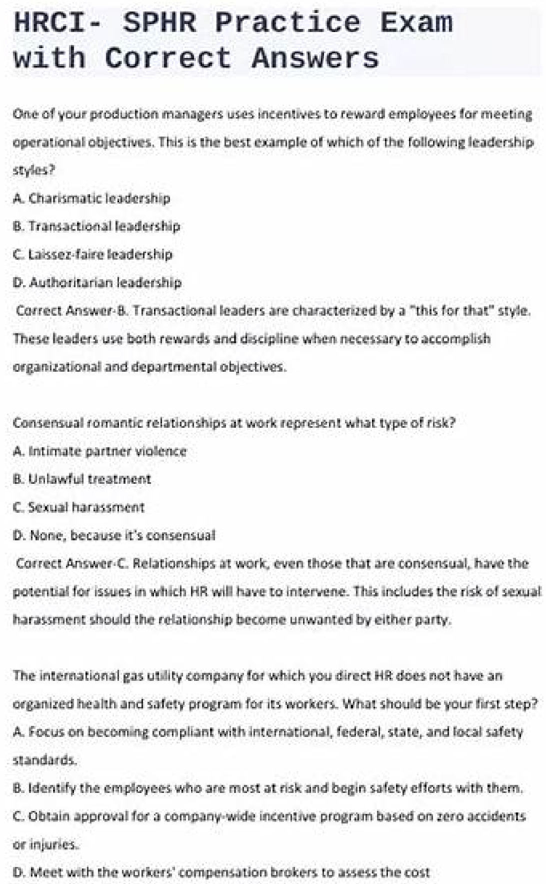
Quiz HRCI - SPHR - Valid The Professional in Human Resources (SPHR) Practice Exam Fee



HRCI- SPHR Practice Exam with Correct Answers

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?
A. Charismatic leadership
B. Transactional leadership
C. Laissez-faire leadership
D. Authoritarian leadership
Correct Answer-B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?
A. Intimate partner violence
B. Unlawful treatment
C. Sexual harassment
D. None, because it's consensual
Correct Answer-C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

The international gas utility company for which you direct HR does not have an organized health and safety program for its workers. What should be your first step?
A. Focus on becoming compliant with international, federal, state, and local safety standards.
B. Identify the employees who are most at risk and begin safety efforts with them.
C. Obtain approval for a company-wide incentive program based on zero accidents or injuries.
D. Meet with the workers' compensation brokers to assess the cost

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To be eligible for the SPHR certification, individuals must have a minimum of four years of experience in an HR role and hold a master's degree or higher. Alternatively, individuals with a bachelor's degree must have five years of experience, and those without a degree must have seven years of experience. The SPHR Exam covers a broad range of topics, including business management, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q88-Q93):

NEW QUESTION # 88
There are four negative risk responses an organization can elect to use. Your organization is completing a project where some electrical work is deemed too dangerous to be completed internally. You advise that the project manager hire a licensed electrician to complete the dangerous assignment. What type of risk response have you advised in this scenario?

- A. Avoidance
- B. Acceptance
- C. Mitigation
- D. Transference

Answer: D

Explanation:
Section: Volume C
Explanation/Reference:
Answer option B is correct.
Transference is a risk response that transfers the risk to a third party, usually for a fee. Transference does not eliminate the risk event, but assigns ownership of the risk to someone else.
Answer option C is incorrect. Mitigation involves actions to reduce or eliminate the probability and/or impact of the risk event.
Answer option A is incorrect. Avoidance involves actions to avoid the risk event, such as changing the project scope to take the risky work out of the project.
Answer option D is incorrect. Acceptance, as its name implies, accepts the risk event and the consequences the risk event may bring. Acceptance is usually for smaller risk events.
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: Risk Management
Objective: Risk Management

NEW QUESTION # 89
As an HR Professional, you must be aware of traditional corporate governance. Within corporate governance, there are typically three key stakeholders that influence decisions of the organizations. Which of the following is a key stakeholder as part of corporate governance?

- A. Management
- B. Stakeholder
- C. Customer
- D. Employees

Answer: A

Explanation:
Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. 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 # 90

Learning is best linked to performance when:

- A. Managers say they will use program tools
- B. Trainees show increased levels of knowledge
- C. Post-training skills transfer to the job
- D. Trainees report high satisfaction with the program

Answer: C

Explanation:
The goal of any training isapplication. Learning only adds value when the new skills and knowledge areused on the job, improving performance. This is what makes training astrategic business investment.
Extract from HRCI-aligned HR knowledge (Learning and Development):
SPHR strategy emphasizes that "learning must lead to behavior change and performance improvement." This is directly connected toKirkpatrick Level 3 (Behavior)and Level 4 (Results), which evaluate real workplace impact.

NEW QUESTION # 91

Project management is a core activity in many organizations today. Which of the following statements best describes the process groups that comprise the project management lifecycle?

- A. The project management lifecycle is comprised of organizing, commanding, coordinating, and controlling.
- B. The project management lifecycle is comprised of forming, storming, norming, performing, and adjourning.
- C. The project management lifecycle is comprised of initiating, planning, executing, monitoring and controlling, and closing.
- D. The project management lifecycle is comprised of launching, planning, executing, monitoring and controlling, and closing.

Answer: C

Explanation:
Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. 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: Core Knowledge Requirements for HR Professionals
Objective: Project Management Concepts

NEW QUESTION # 92

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

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

Answer: B

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 # 93
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