

Quiz Latest HRCI - SPHRi - Reliable Senior Professional in Human Resources - International Exam Sample



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The SPHRi certification exam covers various HR functional areas, including Talent Acquisition, Employee Relations, Total Rewards, HR Service Delivery, and Organizational Effectiveness and Development. SPHRi exam is designed to assess the candidate's knowledge and expertise in these areas, as well as their ability to apply this knowledge in real-world HR scenarios. The SPHRi Certification is a significant achievement in an HR professional's career and demonstrates their commitment to continuous learning and development. It also provides a competitive advantage in the job market and enhances their credibility and reputation as an HR leader.

HRCI Senior Professional in Human Resources - International Sample Questions (Q52-Q57):

NEW QUESTION # 52

If Congress passes a bill while in session, regardless if it is signed by the president, that bill becomes law within how many days?

- A. 10 days
- B. 12 days
- C. 20 days
- D. 15 days

Answer: A

Explanation:

If Congress passes a bill while in session, regardless if it is signed by the president, that bill becomes law within 10 days.

NEW QUESTION # 53

Which of the following OSHA forms is the Injury and Illness Incident Report?

- A. OSHA Form 301
- B. OSHA Form 300
- C. OSHA Form 300A
- D. OSHA Form 301A

Answer: A

Explanation:

OSHA Form 301 is the Injury and Illness Incident Report. OSHA Form 300 is the Log of Work- Related Injuries and Illnesses. OSHA Form 300A is the Summary of Work-Related Injuries and Illnesses. OSHA Form 301A does not exist

NEW QUESTION # 54

Which of the following does NOT represent a step in Enterprise Risk Management (ERM)?

- A. Identify mitigation options for risks.
- B. Identify those responsible for risks.
- C. Identify risks.
- D. Make decisions about dealing with risks.

Answer: B

Explanation:

The steps for Enterprise Risk Management are focused primarily on identifying risk and pursuing means of managing and reducing risk. As a result, this includes identifying risks, identifying mitigation options for risks, and making decisions about dealing with risks (answer choices A, C, and D.) The steps of Enterprise Risk Management do not, however, include identifying the employees who are responsible for the risk. This might be part of the larger process of understanding risk, but it does not fall under the primary steps of Enterprise Risk Management.

Answer choice B is, therefore, correct.

NEW QUESTION # 55

A SWOT analysis has four parts: Strengths, Weaknesses, Opportunities, and which of the following?

- A. Threats
- B. Tools
- C. Techniques
- D. Targets

Answer: A

Explanation:

The fourth element in SWOT is threats. A SWOT analysis is an environmental scanning tool that assesses the internal and external conditions as well as their helpful and harmful aspects. A helpful internal trait or condition is considered a strength, a harmful internal

trait or condition is considered a weakness, a helpful external trait or condition is considered an opportunity, and a harmful external trait or condition is considered a threat.

NEW QUESTION # 56

Which of the following is NOT an injury or illness prevention plan required by OSHA?

- A. Sanitation plan
- B. Safety and health management plan
- C. Fire prevention plan
- D. Emergency action plan

Answer: A

Explanation:

OSHA does not require businesses to create a sanitation plan, though the act does require businesses to meet certain standards in this regard. OSHA does require emergency action, safety and health management, and fire prevention plans. These plans must include a summation of company policy, the process for communicating this policy, record-keeping protocols, and identification of relevant officials.

NEW QUESTION # 57

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