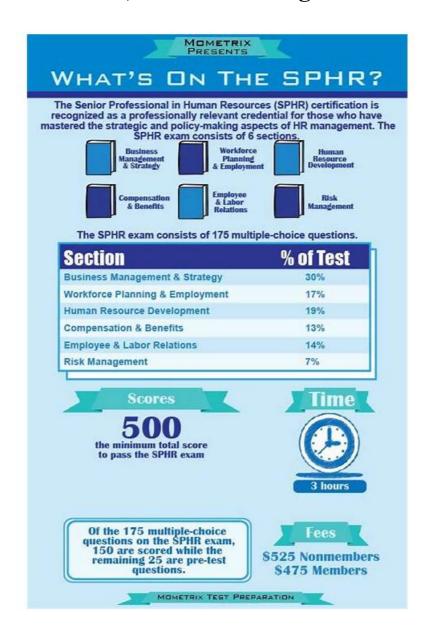
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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q135-Q140):

NEW QUESTION #135

The motivation theory that suggests people are motivated by the reward they will receive when they succeed and that they weigh the value of the expected reward against the effort required to achieve it is known as what?

- A. Adams' equity theory
- B. Vroom's expectancy theory
- C. McClelland's acquired needs theory
- D. McGregor's Theory X and Theory Y

Answer: B

Explanation:

Answer option A is correct. Vroom explains his theory with three terms: expectancy (the individual's assessment of their ability to achieve the goal), instrumentality (whether the individual believes they are capable of achieving the goal), and valence (whether the anticipated goal is worth the effort required to achieve it). Adams' equity theory (D) states that people are constantly comparing what they put into work to what they get firom it. McClelland's acquired needs theory (C) states that people are motivated by one of three factors: achievement, affiliation, or power. McGregor's Theory X and Theory Y (B) explain how managers relate to employees. Theory X managers are autocratic, believing that employees do not want to take responsibility. Theory Y managers encourage employees to participate in the decision-making process, believing that they respond to challenges. See Chapters 2 and 5 for more information. Chapter: Core Knowledge Requirements for HR Professionals Objective: Motivation Concepts

NEW OUESTION # 136

Which of the following includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation?

- A. Monetary compensation
- B. Non-monetary compensation
- C. Intrinsic reward
- D. Extrinsic reward

Answer: A

Explanation:

Explanation/Reference: Answer option D is correct.

Chapter: Compensation and Benefits Objective: Total Rewards Defined

NEW QUESTION #137

A department manager advises you that the productivity of his data-entry operators is unsatisfactory and asks you to develop a training program to improve their data-entry skills. What is your first step?

- A. Develop a lesson plan.
- B. Conduct a needs assessment.
- C. Select a training method.
- D. Talk to other managers to validate the situation.

Answer: B

Explanation:

Explanation/Reference:

Answer option B is correct.

A needs assessment is conducted to determine what is required to solve a problem, including whether training is the appropriate intervention. If, for example, network crashes are the cause of the low productivity, training will not solve the problem. Lesson plans (A) are created during the design stage of training discussed in Chapter 5. Talking to other managers to validate the situation (D) may be included in the needs assessment along with other factors. The training method is selected (C) during the development phase discussed in Chapter 5.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Review Questions

NEW QUESTION #138

All of the following statements about employment at-will are true except which one?

- A. The employee may resign at any time, with or without notice.
- B. The employer may terminate the employee for cooperating with an SEC investigation.
- C. The employer may terminate the employee at any time for any reason.
- D. The employer may withdraw an offer of employment after the employee has accepted the position and resigned another job.

Answer: B

Explanation:

Section: Volume G

Explanation/Reference:

Answer option B is correct.

The public-policy exception to the at-will doctrine prevents an employer from terminating an employee who is cooperating in a government investigation of wrongdoing. Options D and B are elements of at-will employment. Option C would also be allowed based on the at-will doctrine but could be affected by other common-law doctrines.

Chapter: Employee and Labor Relations

Objective: Review Questions

NEW QUESTION # 139

Which of the following is NOT a basic business structure in the United States?

- A. Partnership
- B. Sole proprietorship
- C. Incorporated
- D. Limited liability company (LLC)
- E. Corporation

Answer: C

Explanation:

Section: Volume E

Explanation

Explanation/Reference:

Answer option D is correct.

Chapter: Business Management and Strategy

Objective: Organizations

NEW QUESTION # 140

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