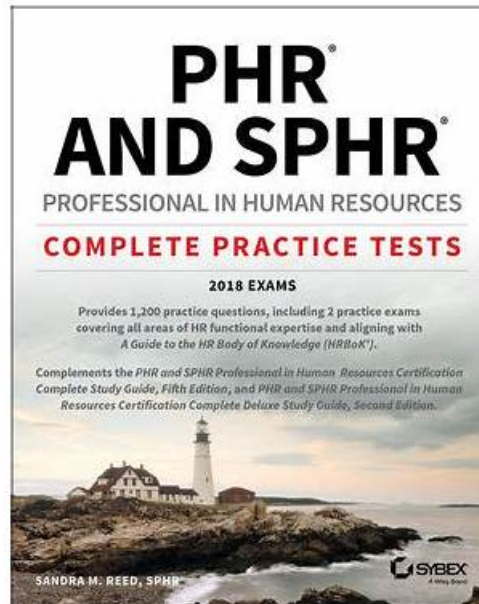


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q74-

Q79):

NEW QUESTION # 74

An employee earning \$22,500 per year supervises three employees and spends 35 hours per week on essential job duties that require discretion and independent judgment. Which of the following describes this employee?

- A. Nonexempt, based on the salary basis requirement
- B. Exempt, based on the administrative exemption test
- C. Exempt, based on the executive exemption test
- D. Nonexempt

Answer: A

Explanation:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

Effective in 2004, employees must be paid a minimum of \$455 per week to be exempt from FLSA requirements. This employee earns only \$432.69 per week. ($\$22,500/52 \text{ weeks} = \432.69 .) Although D is also correct, the best answer is the one that explains why. See Chapter 6 for more information.

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 75

Which of the following union security clauses specifies that all employees must either join the union or pay union dues if they choose not to join the union?

- A. Maintenance of membership clause
- B. Closed shop
- C. Union shop clause
- D. Agency shop clause

Answer: D

Explanation:

Section: Volume D

Explanation/Reference:

Answer option C is correct.

The agency shop clause specifies that all employees must either join the union or pay union dues if they choose not to join the union.

Answer option B is incorrect. The closed shop clause requires that all new hires be members of the union before they are hired.

Answer option A is incorrect. The maintenance of membership clause allows employees to choose whether to join the union, but once they join, they must remain members until the expiration of the contract.

Answer option D is incorrect. The union shop clause requires that all employees join the union within a grace period specified by the contract.

Chapter: Employee and Labor Relations

Objective: Union Organization

NEW QUESTION # 76

Which of the following is not an example of the comparative style of performance review?

- A. Forced
- B. Ranking
- C. Paired
- D. Narrative

Answer: D

Explanation:

Section: Volume F

Explanation/Reference:

Answer option A is correct.

Comparing employee performance is a non-narrative style of performance review involving comparing one employee to another in the same job category.

Chapter: Human Resource Development

Objective: Review Questions

NEW QUESTION # 77

SIMULATION

_____ programs involve employees and managers in improving the organization's productivity and sharing the benefits of success

Answer:

Explanation:

Gainsharing

Explanation/Reference:

Gainsharing programs involve employees and managers in improving the organization's productivity and sharing the benefits of success.

Chapter: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 78

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is the governing body of a union.
- B. A federation is the same as a union.
- **C. A federation is a group of national unions.**
- D. A federation is a union that has international members.

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

A federation is a collection of national unions. Federations usually lobby on behalf of its union members to speak collectively for the labor which the federation represents. The AFL-CIO is one of the largest federations.

Answer option A is incorrect. A federation is not the same as a union. Federations are made up of unions.

Answer option is incorrect. A federation represents national unions, not international unions.

Answer option D is incorrect. A federation is not the governing body of unions. Federations do not get involved with bargaining or contract administration.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

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: Executive Compensation

NEW QUESTION # 79

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