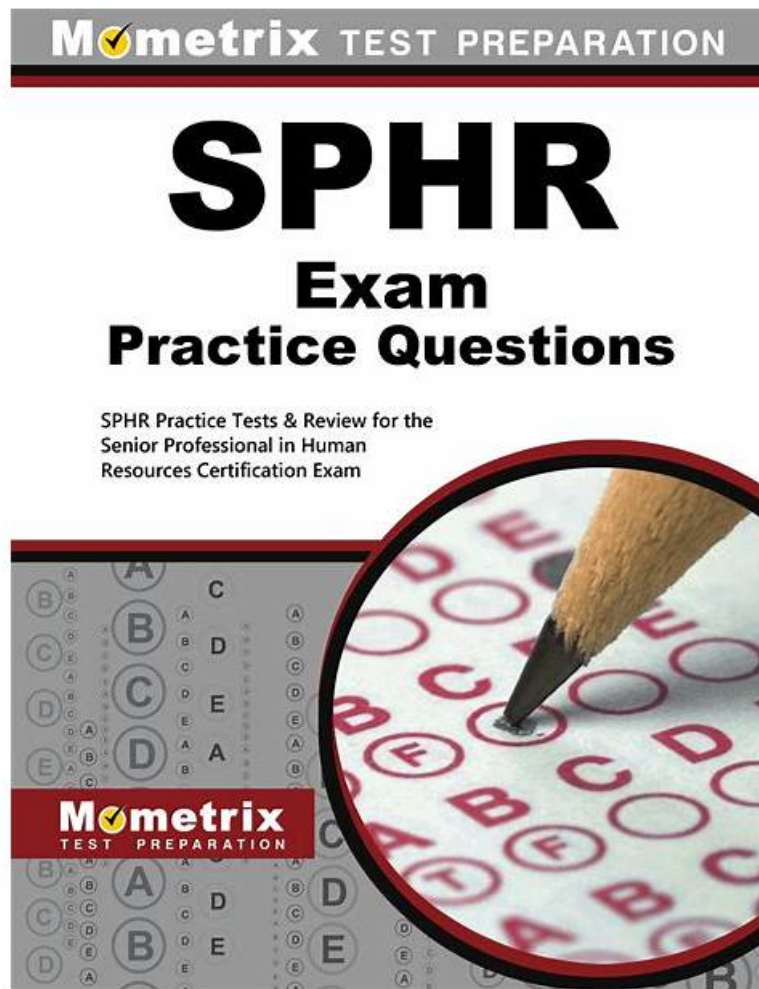


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q20-Q25):

NEW QUESTION # 20

Roberta's company routinely tests all employees for illegal drug usage. Juan is refusing to participate in the drug test because he is an employee with a physical impairment that substantially limits his major life activities. Juan insists that the drug testing is a violation of the ADA's restrictions on medical examinations. Does the ADA prohibit illegal drug testing?

- **A. No. The ADA does restrict medical examinations related to the disability, but not for tests for illegal drugs.**
- B. Yes. All medical examinations are prohibited from employees that an employer has deemed a participant of the ADA program.
- C. Yes. All medical examinations are prohibited from employees covered by the AD
- D. No. The ADA does not restrict medical examinations as part of the law.

Answer: A

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: Federal Employment Legislation

NEW QUESTION # 21

Which of the following best describes the process of identifying personal development needs that involves input from co-workers, subordinates, and superiors?

- A. Progressive discipline
- **B. Multirater feedback**
- C. Peer review
- D. Performance appraisal

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Also known as 360-degree feedback, multirater systems gather performance insights from all angles. It's a key tool for leadership development and self-awareness.

SPHR-level development tools use multirater feedback to "build self-insight, reveal blind spots, and align behavioral change with organizational expectations."

NEW QUESTION # 22

Learning is best linked to performance when:

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

Answer: B

Explanation:

The goal of any training is application. Learning only adds value when the new skills and knowledge are used on the job, improving

performance. This is what makes training a strategic 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 to Kirkpatrick Level 3 (Behavior) and Level 4 (Results), which evaluate real workplace impact.

NEW QUESTION # 23

Which of the following Acts encourages the states to take the lead in developing and enforcing safety and health programs for businesses within their jurisdictions?

- A. Sarbanes-Oxley Act
- B. Drug-Free Workplace Act
- C. Mine Safety and Health Act
- **D. Occupational Safety and Health Act**

Answer: D

Explanation:

Section: Volume G

Explanation/Reference:

Answer option D is correct.

Chapter: Risk Management

Objective: Risk Assessment

NEW QUESTION # 24

Pauline is a HR Professional for her organization and she's meeting with the sales manager Jim. Jim wants to know if Randy, one of his sales people, is considered exempt or not because he's doing outside sales.

Pauline tells Jim that there are just two qualifiers for Randy to be considered exempt in his role as an outside salesperson. The first is that Randy's primary duty must be making sales. What is the other consideration?

- A. Randy must not have a contract to complete sales.
- B. Randy must earn more than \$48,234 per year.
- **C. Randy must be customarily engaged away from the employer's place of business.**
- D. Randy must earn all income from commission.

Answer: C

Explanation:

Section: Volume E

Explanation/Reference:

Answer option C is correct.

Randy must primarily do sales outside of the employer's place of business to be considered an exempt employee.

Answer option A is incorrect. The amount Randy earns doesn't directly affect his role as an exempt sales person.

Answer option D is incorrect. Randy doesn't have to earn all of his income from commission.

Answer option B is incorrect. Randy doesn't need a contract to do sales.

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: Core Knowledge Requirements for HR Professionals

Objective: Employee Records Management

NEW QUESTION # 25

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