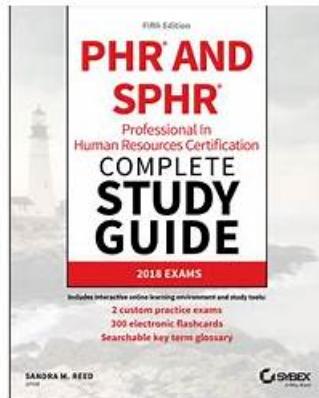


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q30-Q35):

NEW QUESTION # 30

Which of the following are established by Fair Labor Standards Act (FLSA) of 1938?
Each correct answer represents a complete solution. Choose all that apply.

- A. Minimum wage requirement
- B. Laws for protecting American children against labor exploitation
- C. Health insurance requirement
- D. Criteria for exempt and nonexempt employees

Answer: A,B,D

Explanation:

Explanation/Reference:

Answer options D, C, and A are correct.

The Fair Labor Standards Act (FLSA) of 1938 established the following:

1. Minimum wage requirement
2. Laws for protecting American children against labor exploitation
3. Criteria for exempt and nonexempt employees

Answer option B is incorrect. Health insurance requirement are not established by FLSA.

Reference: "http://en.wikipedia.org/wiki/Fair_Labor_Standards_Act"

Chapter: Compensation and Benefits

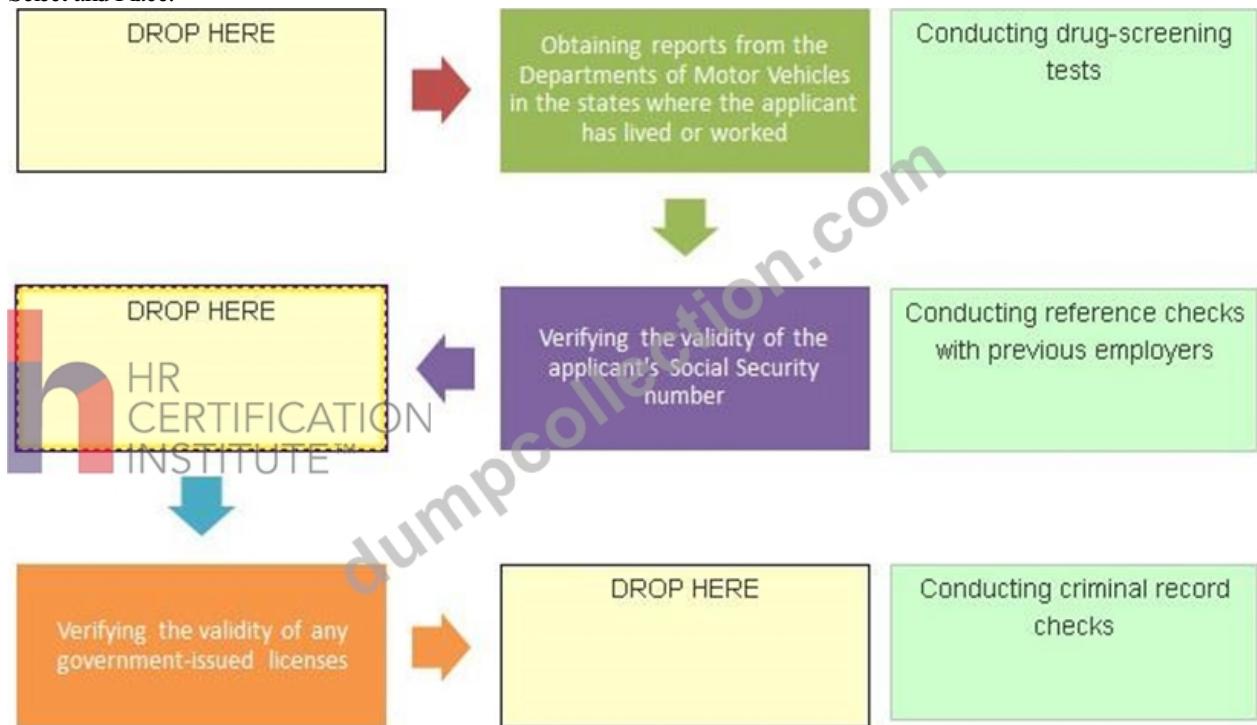
Objective: Compensation

NEW QUESTION # 31

DRAG DROP

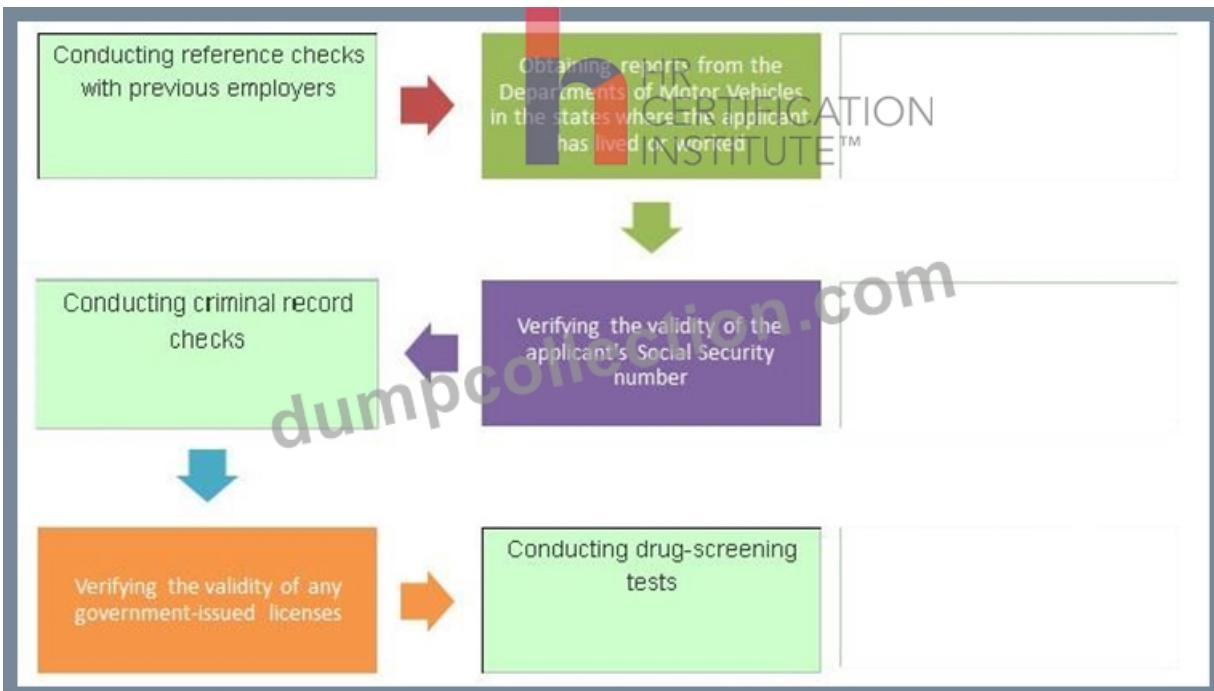
Drag and drop the steps of negligent hiring in the proper sequence.

Select and Place:



Answer:

Explanation:



Explanation/Reference:

The steps for negligent hiring are as follows:

Conducting reference checks with previous employers

■ Obtaining reports from the Departments of Motor Vehicles in the states where the applicant has lived or

worked

■ Verifying the validity of the applicant's Social Security number

■ Conducting criminal record checks

■ Verifying the validity of any government-issued licenses, such as a medical or engineering license

■ issued by a state

■ Conducting drug-screening tests

■ Chapter: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 32

Your organization has been contacted by Occupational Health and Safety Act (OSHA) to create the OSHA 300 log and annual summary. Once you complete this log and annual summary and submit it to OSHA, how long must your company retain the log?

- A. Five years
- B. One year
- C. Seven years
- D. Ten years

Answer: A

Explanation:

Section: Volume C

Explanation/Reference:

Answer option C is correct.

Once you complete the log, your company is required to retain the log for five years.

Answer options D, B, and A are incorrect. The correct answer is that your organization must retain the log for five years.

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 Assessment

NEW QUESTION # 33

Which of the following creates a variety of affirmative action obligations for employers with federal government contracts?

- A. Office of Federal Contract Compliance Programs (OFCCP)
- B. Equal Employment Opportunity Commission (EEOC)
- C. Department of Labor (DOL)
- D. **Vietnam Era Veterans Readjustment Assistance Act (VEVRAA)**

Answer: D

Explanation:

Answer option D is correct. Chapter: Workforce Planning and Employment Objective: Federal Employment Legislation

NEW QUESTION # 34

Which of the following allows employees to work the hours that enable them to take care of personal work?

- A. **Flextime**
- B. Job sharing
- C. Telecommuting
- D. Overtime

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

Chapter: Employee and Labor Relations

Objective: Employee Relations

NEW QUESTION # 35

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