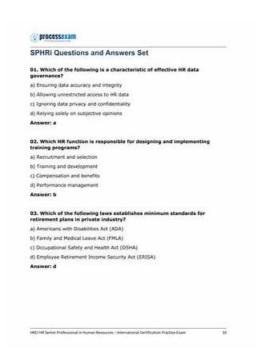# SPHRi Real Exam Answers, SPHRi Exam Dumps Provider

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HRCI Senior Professional in Human Resources - International Sample Questions (Q210-Q215):

NEW QUESTION # 210
Since the vice president of HR has significant experience with leading change initiatives, the executive team asked him what they can expect from employees once this change initiative is rolled out. VVhat advice can he give?

- A. There is likely to be an initial lack of trust in leadership.
- B. There is likely to be an initial drop in performance.
- C. There is likely to be an initial increase in turnover.
- D. There is likely to be an initial decrease in customer satisfaction.

Answer: B

Explanation:
When change is introduced, there is likely to be some initial decline in performance, which is known as the "J curve." Employees of ten react to change with resistance and rejection. As a result, productivity declines. If the change initiative is managed well, then employees will come to accept the change, and performance will ideally increase above the initial level.

NEW QUESTION # 211
Ron and Marcy apply for the same job at the Brown Company. During Ron's interview, the interviewer outlines the major responsibilities of the available position and asks Ron a series of questions about his ability to fulfill them. Marcy's interview covers much of the same ground, but the interviewer asks different questions related to Marcy's unique educational background. What type of interview have Ron and Marcy participated in?

- A. Behavioral
- B. Stress
- C. Structured
- D. Patterned

Answer: D

Explanation:
Ron and Marcy have participated in patterned interviews. This type of interview covers a predetermined set of subjects but does not adhere to a script. In other words, the interviewer will know in advance what topics are to be discussed but will not have a list of questions to be asked verbatim. Patterned interviews allow the interviewer to follow up on interesting and provocative comments, but the resulting interviews may be difficult to compare. A structured interview follows a predetermined list of questions. In a stress interview, the prospective employee is subjected to a very difficult or challenging situation. A behavioral interview digs into a candidate's past experiences that relate to the specific job being interviewed for.

NEW QUESTION # 212
The second of these important amendments to FLSA determined that employers cannot be required to compensate employees who commute long distances to work. Which of the following reflects this amendment?

- A. National Labor Relations Act
- B. Equal Pay Act
- C. Davis-Bacon Act
- D. Portal-to-Portal Act

Answer: D

Explanation:
The Portal to Portal Act, created in 1947, determined that employers cannot be required to compensate employees who commute long distances to work. The Equal Pay Act of 1963 forbids any type of discrimination based on the employee's gender. The Davis-Bacon Act of 1931 and the National Labor Relations Act of 1935 were both created before the legislation of the Fair Labor Standards Act of 1938, so they are irrelevant.

NEW QUESTION # 213
OSHA 300 represents which of the following?

- A. Employee Privacy Case List
- B. Summary of Workplace Problems
- C. Injury and Illness Incident Report
- D. Log of Work-Related Injuries and Illnesses

Answer: D

Explanation:
OSHA 300 is officially the Log of Work-Related Injuries and Illnesses. Answer choice A is incorrect because it more closely reflects OSHA 300A, which is a separate log. Answer choice B is incorrect because the Injury and Illness Incident Report is officially OSHA 301. Answer choice D is incorrect because it reflects an element of OSHA 300 but does not encompass the correct title of the log.

NEW QUESTION # 214
An employee's performance on an assembly line is likely to follow which kind of learning curve?

- A. Negatively accelerating
- B. Positively accelerating
- C. Statically accelerating
- D. Proportionally accelerating

Answer: A

Explanation:
An employee's performance on an assembly line is likely to follow a negatively accelerating learning curve. This type of learning curve is typical of rote tasks, which can be learned and mastered in a short time, but which do not permit much improvement after the initial learning. A positively accelerating learning curve, on the other hand, is marked by a slow start followed by a gradually increasing speed of learning. A positively accelerating learning curve is typical of complex tasks, which are difficult at first but which may be improved upon over a long interval.

NEW QUESTION # 215
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Which of the following is a software utility that is used to conduct network SPHRi assessments over a range of IP addresses and compiles a listing of all systems, devices, and hardware present within a network segment?

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