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## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q85-Q90):

### NEW QUESTION # 85

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

**Answer: A**

Explanation:

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 # 86

Which of the following Acts was the first federal legislation to regulate minimum wages?

- A. Walsh Healy Public Contracts Act
- **B. Davis Bacon Act**
- C. Fair Labor Standards Act
- D. Service Contract Act

**Answer: B**

Explanation:

Section: Volume E

Explanation/Reference:

Answer option C is correct.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Employee Records Management

#### NEW QUESTION # 87

What is the purpose of an HR budget?

- A. To evaluate the effectiveness of HR strategy
- **B. To determine how much cash is required to achieve a goal**
- C. To ensure that the outcomes match the strategic plan
- D. To hold departments accountable for outcomes

**Answer: B**

Explanation:

Answer option B is correct. An HR budget reflects how many and what types of resources are necessary to accomplish a goal. The addition of employees, costs to train, and the purchase of new equipment are all examples of items that require cash to achieve strategic goals. Chapter: Business Management and Strategy Objective: Review Questions

#### NEW QUESTION # 88

As an SPHR, you are to participate in enterprise risk management. Risk is an uncertain event or condition that may have a positive or negative effect on the enterprise. In HR, what is the first action you must do to participate in enterprise risk management?

- A. Mitigate the risk events.
- **B. Identify the risk events.**
- C. Determine your responsibilities as the risk owner.
- D. Identify the effects of the risk events.

**Answer: B**

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four:

Workforce Planning and Employment. Official PHR and

SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III,

The US Body of Knowledge. Chapter: Business Management and Strategy Objective: Strategic Management

#### NEW QUESTION # 89

As a Senior HR Professional, you must be familiar with certain legal terms, laws, and regulations that affect how you and others operate in the workplace. Basically, there are three types of discrimination that can happen in the workforce. Which of the following is NOT one of the three discrimination types?

- A. Adverse political capital
- B. Disparate impact
- C. Disparate treatment
- D. Perpetuating past discrimination

**Answer: A**

Explanation:

Explanation/Reference:

Answer option A is correct.

Adverse political capital is not a type of discrimination, but describes politics that may not work in a person's favor within an organization.

Answer option C is incorrect. Disparate treatment is a type of discrimination, so this choice is not correct.

Answer option D is incorrect. Disparate impact is a type of discrimination, so this choice is not correct.

Answer option B is incorrect. Perpetuating past discrimination is a type of discrimination, so this choice is not correct.

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.

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 # 90

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