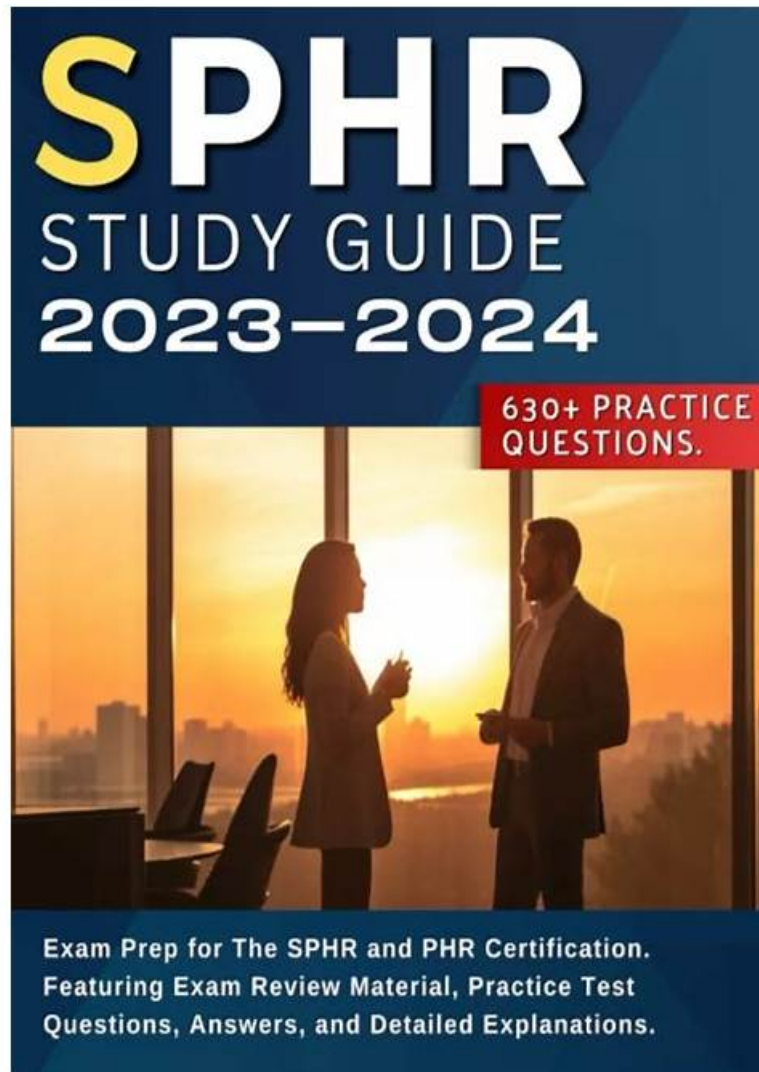


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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q112-Q117):

NEW QUESTION # 112

Don reports to his manager Marsha in the NJHG Company. Marsha informs Don that her supervisor Nate will be interviewing Don for insight into Don's performance, goals, and career. What term best describes this scenario?

- A. Open-door policy
- **B. Skip-level interview**
- C. 360-degree review
- D. Performance review

Answer: B

Explanation:

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. Chapter 7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Employee Relations

Topic 4, Volume D

NEW QUESTION # 113

The Federal Labor Standards Act is something that all HR Professionals should be familiar with. This act clearly defines four areas that affect all employees. Which one of the following is not one of the four areas of employment covered by this act?

- A. Record keeping
- **B. Commissions, royalties, and tips**
- C. Minimum wage
- D. Overtime

Answer: B

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: Compensation and Benefits

Objective: Compensation

NEW QUESTION # 114

Why is a job analysis important?

- A. It ensures compliance with EEO laws.
- **B. It provides the foundation from which all other HR activities are designed.**
- C. It allows for proper training and development of key personnel.
- D. It provides the supervisory responsibilities necessary to accomplish organizational goals.

Answer: B

Explanation:

Section: Volume E

Explanation/Reference:

Answer option D is correct.

Job analysis and the subsequent job descriptions provide the building blocks for all other HR activities. Clearly identifying the output and skills necessary to accomplish each job allows for proper EEO compliance (C), job pricing, recruiting, and other HR functions (B and A).

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Review Questions

NEW QUESTION # 115

You are a HR Professional for your organization. You have presented an idea to your staff. The staff members then discuss their ideas based on your presentation. All of the ideas are recorded and collectively ranked from most important to least important (or some other ordinal scale). Through this process a selection or forecast can be made for the organization. What forecasting technique have you used in this scenario?

- A. Brainstorming
- B. Delphi Technique
- C. Nominal group technique
- D. Ratio analysis

Answer: C

Explanation:

Section: Volume C

Explanation

Explanation/Reference:

Answer option C is correct.

The nominal group technique is a facilitated workshop to present an idea, allow brainstorming of additional ideas, and then the solutions are ranked by the group. A forecast can then be created based on the outcome of the exercise.

Answer option D is incorrect. This is more than just brainstorming as brainstorming does not begin with a presented idea or a ranking of ideas to predict an outcome.

Answer option B is incorrect. The Delphi Technique uses rounds of anonymous surveys to build consensus.

Answer option A is incorrect. Ratio analysis is a mathematical forecasting technique using two or more variables to predict a likely outcome.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149, Section III, The US HR Body of Knowledge.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Qualitative and Quantitative Analysis

NEW QUESTION # 116

The Older Worker Benefit Protection Act requires that an employee age 40 or older who is asked to waive their rights under the act must be given what?

- A. 45 days to consider the agreement before signing it
- B. 21 days to consider the agreement before signing it
- C. 7 days to consider the agreement before signing it
- D. 60 days to consider the agreement before signing it

Answer: B

Explanation:

Explanation/Reference:

Answer option A is correct.

Workers age 40 or older who are asked to sign a waiver of their rights must be given 21 days to consider the agreement before signing it, unless they are part of a group termination or layoff. In that case, they must be given 45 days to sign the agreement (B). In both instances, they may revoke the agreement within

7 days (D). The OWBPA does not require 60 days to consider the agreement (C).

