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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q115-Q120):

NEW QUESTION # 115

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is the governing body of a union.
- B. A federation is a union that has international members.
- C. A federation is the same as a union.
- D. **A federation is a group of national unions.**

Answer: D

Explanation:

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations. 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: Executive Compensation

NEW QUESTION # 116

As an HR Professional, you must be familiar with collective bargaining agreements and the process that rights are given, contracts, and union and management cooperation. With this in mind, what is a rights arbitration?

- A. It is not a lawsuit, but a resolution of laws and their impact on existing contracts.
- B. **It is a formal hearing between management and union members to resolve grievances during the administration of a contract.**
- C. It is a lawsuit between the collective management and the collective union.
- D. It is a formal hearing between the management and the union, to resolve grievances during the construction of a contract.

Answer: B

Explanation:

Explanation/Reference:

Answer option D is correct.

Rights arbitration is like a hearing, but it doesn't take place in the court of law. Rights arbitration aims to resolve grievances between union members and management, that have happened during the administration of a contract.

Answer option C is incorrect. Note that this answer is close, but it defines rights arbitration as something that occurs during the construction of the contract, not during the actual administration of the contract.

Answer option B is incorrect. Rights arbitration is not a lawsuit.

Answer option A is incorrect. Rights arbitration is not an interpretation of laws and their affect on existing contracts.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Dispute Resolution

NEW QUESTION # 117

A summary plan description is not required for which of the following?

- A. Defined-contribution plans
- B. Defined-benefit plans

- C. AD&D insurance
- D. Flexible spending accounts

Answer: C

Explanation:

Answer option B is correct. Summary plan descriptions are required only for group health plans, and not for defined contribution plans, defined benefit plans, or FSAs. Chapter: Compensation and Benefits Objective: Review Questions

NEW QUESTION # 118

The ability of an employee to use multiple skill sets on the job represents which of the following job-enrichment activities?

- A. Job rotation
- B. Task identity
- C. Skill variety
- D. Task variety

Answer: C

Explanation:

Answer option B is correct. Skill variety is one of many job-enrichment activities introduced by J.R. Hackman. Enriching the work of employees can lead to greater job satisfaction and retention. Task variety (D), task identity (C) and job rotation (A) are other job enrichment activities that allow employees to vary their job tasks, identify the whole of the work produced, and be cross-trained in multiple functions. See Chapter 5 for more information. Chapter: Human Resource Development Objective: Talent Management

NEW QUESTION # 119

One aspect of organizational development is leadership development. According to Pano's model, there are five components needed to bridge the gap between management and leadership. Which component in Pano's Model of Leadership Development states that for you to lead, you must have the permission of the people whom you lead?

- A. Align people
- B. Establish credibility
- C. It's not about you
- D. Commit to achieve

Answer: B

Explanation:

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0470-43096-5. 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: Core Knowledge Requirements for HR Professionals Objective: Leadership Concepts

NEW QUESTION # 120

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