

What is the Reason to Trust on HRCI SPHR Exam Questions?

HRCI SPHR Practice Questions with Verified Solutions

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership

D. Authoritarian leadership - Ans: B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment

D. None, because it's consensual - Ans: C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

The international gas utility company for which you direct HR does not have an organized health and safety program for its workers. What should be your first step?

- A. Focus on becoming compliant with international, federal, state, and local safety standards.
- B. Identify the employees who are most at risk and begin safety efforts with them.
- C. Obtain approval for a company-wide incentive program based on zero accidents or injuries.
- D. Meet with the workers' compensation brokers to assess the costs of lack of a safety program.

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3. PHR/SPHR Exam for Dummies by Sandra M. Reed.

If you thought mastering the SPHR exam concepts is difficult, you probably have not checked out this helpful guide. Studying with the PHR/SPHR Exam for Dummies gives you the best chance of passing your SPHR evaluation easily because that's what it's designed to achieve. By studying using this material, you will have the courage to face your actual exam, the confidence to dispense your roles easily, and the knowledge to become an indispensable team player. Particularly, it is a two-in-one book that works wonders for PHR and SPHR Exam candidates. With detailed explanations, useful practice test questions, and comprehensive answers, this handbook is designed to give you an edge over your competitors even in practical situations. Recently, it has been updated to cover all the SPHR functional areas. This means it is now one of the best options for the SPHR exam prep, only bettered according to the official study curriculum. For newcomers, you won't find a guide so easy to use like this PHR/SPHR Exam for Dummies.

>> SPHR Exam Actual Questions <<

Marvelous SPHR Exam Actual Questions & Guaranteed HRCI SPHR Exam Success with High Pass-Rate SPHR Guaranteed Success

The The Professional in Human Resources (SPHR) (SPHR) certification is one of the hottest career advancement credentials in the modern HRCI world. The SPHR certification can help you to demonstrate your expertise and knowledge level. With only one badge of SPHR certification, successful candidates can advance their careers and increase their earning potential. The HRCI SPHR Certification Exam also enables you to stay updated and competitive in the market which will help you to gain more career opportunities.

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q124-Q129):

NEW QUESTION # 124

You are an HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

- A. Criterion-related validity
- B. Predictive validity
- C. Content validity
- **D. Construct-related validity**

Answer: D

Explanation:

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: Workforce Planning and Employment

Objective: Staffing Programs

NEW QUESTION # 125

Gina is a receptionist for her company and she is a non-exempt employee. She works between the hours of 8AM and 5PM. During the day she is required to be at the front desk at all times, except for small breaks to use the restroom. Gina is often required by her company to remain at the desk for her lunch. When Gina has to eat her lunch at the front desk is she to be compensated for this time or not?

- **A. Yes, because she is required to be at the desk**
- B. Yes, because she is non-exempt
- C. No, because she is non-exempt
- D. No, because she is eating lunch

Answer: A

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 126

Tax withholding is to the _____ stage of the employment life cycle as COBRA benefits are to the _____ stage of the employment life cycle.

- A. Beginning, middle
- B. Pre-, mid-
- **C. Beginning, ending**
- D. Pre-, post

Answer: C

Explanation:

Section: Volume F

Explanation/Reference:

Answer option C is correct.

The life cycle of all compensation-related employment records is marked by specific data collection and documentation.

Understanding what documents are required at each stage will allow HR to properly plan for security, updates, retention, and destruction. The other answers are not reflected in the organizational life cycle.

Chapter: Compensation and Benefits

Objective: Review Questions

NEW QUESTION # 127

Which of the following is conducted to determine what is required to solve a problem?

- **A. Needs assessment**
- B. SWOT analysis
- C. Talent management program
- D. Making succession plan

Answer: A

Explanation:

Explanation/Reference:

Answer option A is correct.

Chapter: Human Resource Development

Objective: Talent Management

NEW QUESTION # 128

Placement goals are part of Affirmative Action Plans. A placement goal should be met with good faith efforts, not through which one of the following?

- A. Discrimination
- **B. Quotas**
- C. Outsourcing
- D. Advertisements

Answer: B

Explanation:

Explanation/Reference:

Answer option C is correct.

Placement goals should not set quotas, but should operate through good-faith attempts. The placement goal is, however, set at an annual percentage rate equal to the availability figure for women or minorities.

Answer option D is incorrect. This is not the best choice for the answer.

Answer option A is incorrect. Discrimination is never a valid choice for selecting candidates or employees.

Answer option B is incorrect. Outsourcing is not a valid answer to address placement goals.

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 # 129

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