HRCI

Exam SPHR

Senior Professional in Human Resources

Version: 6.0

[Total Questions: 671]

Topic break down

Topic	No. of Questions
Topic 1: Volume A	99
Topic 2: Volume B	95
Topic 3: Volume C	95
Topic 4: Volume D	99
Topic 5: Volume E	98
Topic 6: Volume F	98
Topic 7: Volume G	87

Topic 1, Volume A

Question No : 1 - (Topic 1)

A union is performing a jurisdictional strike in front of a construction site. What is a jurisdictional strike?

A. It is a strike through which the union seeks to pressurize an employer to assign a particular work to its members; rather than to members of other unions or to the non-union workers.
B. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract although there is already an approved contract in place.
C. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract because the current contract between the employer and the union has expired.
D. It is a strike through which the union seeks to pressurize an employer to assign all work to its members, rather than to members of non-union workers.

Answer: A
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: Labor Relations

Question No : 2 - (Topic 1)

A church has announced a position for a new minister. One of the requirements of the new minister, however, is that this person be a member of the faith of the church that is hiring. This is an example of which of the following in regard to Title VII?

A. Piece-rate system

B. Violation of the Title VII requirements not to discriminate employment based on religion

C. Bona fide occupational qualification

D. Violation of Title VII religious requirements for employment

Answer: C

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

Question No : 3 - (Topic 1)

A business professional must plan on the direction and mission of the organization. Questions that direct the business ask where is the business now, where does the business want to go, how will the business get there, and how will we know when it has arrived. What term is assigned to this business introspection?

A. Planning

B. Mission building

C. Strategic planning

D. Vision

Answer: C

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

Question No : 4 - (Topic 1)

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. OSHA form 301 is used to document the incident that caused the work-related injury or illness. How long is an organization required to keep the form on record?

A. One year from the date of the incident
B. 90 days following the year of the incident
C. Five years following the year of the incident
D. Three years following the year of the incident

Answer: C

Reference: PHR Exam prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter 8: Risk Management. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Risk Management

Objective: Risk Assessment

Question No : 5 - (Topic 1)

What is the compa-ratio for an employee that earns $75,000 per year, but the midpoint for the role is $85,000 per year?

A. 88 percent
B. 113 percent
C. $10,000 difference
D. 1:88

Answer: A

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

CERTKILL

Question No : 6 - (Topic 1)

You are an HR Professional for your organization. Your organization employs 120 people in the United States. You are required to file the EEO-1 report for your organization by what date?

A. January 1 of each year
B. September 30 of each year
C. April 15 of each year
D. The anniversary date of your organization reaching 100 employees

Answer: B

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: Federal Employment Legislation

Question No : 7 - (Topic 1)

Mark is an HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. Mark will also be considered to be designated the responsibility for this Affirmative Action Plan. What does the designation of responsibility mean?

A. It means that Mark will be the person that reports on the plan's implementation to management
B. It means that Mark will be the person responsible for actually implementing the plan
C. It means that Mark will be the person that reports on the plan's implementation to the Department of Labor
D. It means that Mark will be the manager for all Affirmative Action scenarios and issues within his company

Answer: B

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: Federal Employment Legislation

Question No : 8 - (Topic 1)

Each collective bargaining agreement outlines the process to file a grievance. Most agreements define a four-step approach to the grievance procedure. During which one of the following steps of the grievance procedure, might the president of the local union meet with the manager of the plant at which the employee with the grievance works?

A. Initiate the complaint
B. Escalate the complaint internally
C. Reach the highest level of internal escalation
D. Participate in binding arbitration

Answer: B

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: Business Management and Strategy

Objective: Strategy

Question No : 9 DRAG DROP - (Topic 1)

Drag and drop the compensations beside their corresponding descriptions.

Compensation	Description
Place Holder	It includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation, 401(k) matching, medical care premiums, pension plans, and paid time off.
Place Holder	It includes nontraditional work-life balance benefits such as telecommuting, on-site childcare, and flex time.
Place Holder	It includes payments made to employees that are associated with wages and salaries. This includes base pay, variable compensation, and pay for performance.
Place Holder	It includes fringe benefits such as vacation, sick, and holiday pay; insurance premiums paid on behalf of employees; leaves of absence, etc.

Indirect	Direct	Nonmonetary	Monetary

Answer:

Compensation	Description
Monetary	It includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation, 401(k) matching, medical care premiums, pension plans, and paid time off.
Nonmonetary	It includes nontraditional work-life balance benefits such as telecommuting, on-site childcare, and flex time.
Direct	It includes payments made to employees that are associated with wages and salaries. This includes base pay, variable compensation, and pay for performance.
Indirect	It includes fringe benefits such as vacation, sick, and holiday pay; insurance premiums paid on behalf of employees; leaves of absence, etc.

Indirect	Direct	Nonmonetary	Monetary

Question No : 10 - (Topic 1)

According to Knowles, there are five key assumptions about how adults learn. One of the assumptions is the learner's need to know. Which of the following statements is best associated with the assumption of the learner's need to know?

A. I'm ready to learn this because what I learn will help me function better in some way.
B. I understand why I need to learn this.
C. What I learn today will help me solve problems at my workplace tomorrow.
D. I've got lots of valuable experience that I want to draw upon to help me as I learn.

Answer: B

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5. 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: Adult Learning Processes and Learning Styles

Question No : 11 - (Topic 1)

Your organization has employed a temporary worker for a position in your company. During employment the individual has been called to military duty. Under the Uniformed Services Employment and Reemployment Rights Act of 1994 are you obligated to reinstate the individual upon his return from duty?

A. No, because temporary employees do not have reinstatement rights.
B. No, because once an employee leaves, you are not obligated to reinstate them.
C. Yes, if they have been working as a temporary employee for more than 90 days.
D. Yes, the Uniformed Services Employment and Reemployment Rights Act of 1994 requires it.

Answer: A

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

CERTKILL

Question No : 12 - (Topic 1)

What term is assigned to the barriers that women and minorities may face when trying to advance to senior levels of an organization?

A. Societal barrier
B. Internal structure barrier
C. Governmental barrier
D. Glass ceiling

Answer: D

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

Question No : 13 - (Topic 1)

Which of the following HR strategies would be most useful in dealing with a workforce that lacks accountability?

A. Identify training needs through an assessment.
B. Conduct a skills assessment to determine performance deficiencies.
C. Begin to gather employee feedback through surveys and exit interviews.
D. Follow the progressive disciplinary process.

Answer: C

Explanation:

Answer option C is correct.Employee-engagement activities center around the function of gathering meaningful feedback. Surveys, interviews, and focus groups are just some of the examples of formal feedback systems that can be used to improve organizational outcomes. From this feedback, solutions such as training (A) and targeted performance