



Free Questions for *SPHR* by *certsinside*

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Question 1

Question Type: MultipleChoice

If an employee files a complaint with OSHA, under which of the following would they be protected?

Options:

- A- Emergency action
- B- Physical environmental hazard
- C- General-duty clause
- D- Whistle-blower protection

Answer:

D

Explanation:

Answer option D is correct.

Whistleblower standards protect an employee's right to file a complaint to OSHA about a workplace safety or health hazard. It is considered a basic employee right granted under the OSH act in 1970. Emergency action (A) is a type of plan required by OSHA, and the general duty clause (C) states that employers have a general duty to provide a safe and healthy workplace for employees.

Chapter: Risk Management

Objective: Review Questions

Question 2

Question Type: MultipleChoice

Which of the following Acts establishes mandatory safety and health standards for mine operators and monitors operations throughout the United States?

Options:

A- FLS act

B- SBREF act

C- OSH act

D- MSH act

Answer:

D

Explanation:

Answer option D is correct.

Chapter: Risk Management

Objective: Risk Assessment

Question 3

Question Type: MultipleChoice

What is the best way to ensure that employees comply with the Drug-Free Workplace Act?

Options:

- A-** Establish an awareness program.
- B-** Establish penalties for drug arrests.
- C-** Notify employees about contract conditions.
- D-** Develop and publish a written policy.

Answer:

D

Explanation:

Answer option D is correct.

Although all of these are steps in the process, the best way to ensure that employees will comply with the Drug-Free Workplace Act is to develop and publish a written policy.

Chapter: Risk Management

Objective: Review Questions

Question 4

Question Type: MultipleChoice

The 16-year-old son of one of your friends is looking for a summer job and has been offered a job at a coal mine. Which of the following makes this illegal?

Options:

- A- Fair Labor Standards Acts
- B- Occupational Safety and Health Act
- C- Mine Safety and Health Act
- D- Hazard Communication

Answer:

A

Explanation:

Answer option A is correct.

The FLSA defines a list of jobs not suitable for children between the ages of 16 and 18. OSHA regulates worker safety through standards related to mine safety and hazardous communication.

Chapter: Risk Management

Question 5

Question Type: MultipleChoice

Which of the following Acts is used to ensure the safety of workers in coal and other mines?

Options:

- A- Sarbanes-Oxley Act
- B- Mine Safety and Health Act
- C- Drug-Free Workplace Act
- D- Occupational Safety and Health Act

Answer:

B

Explanation:

Answer option B is correct.

Chapter: Risk Management

Objective: Risk Assessment

Question 6

Question Type: MultipleChoice

Which of the following standards establishes permissible noise levels for the workplace?

Options:

A- Personal Protective Equipment

B- Medical Services and First Aid

C- Hazard Communication Standard

D- Occupational Noise Exposure

Answer:

D

Explanation:

Answer option D is correct.

Chapter: Risk Management

Objective: Risk Assessment

Question 7

Question Type: MultipleChoice

The company receptionist has always been cheerful and warm when greeting customers and has taken the initiative to do what needed to be done without waiting to be told. She has always kept the front desk tidy and presentable for visitors. Over the last few weeks, the receptionist has become moody and called in sick several times complaining of headaches, and the reception area looks disorganized

all the time. This receptionist is showing classic signs of which of the following?

Options:

- A- Substance abuse
- B- Job dissatisfaction
- C- Stress
- D- SARS

Answer:

C

Explanation:

Answer option C is correct.

The receptionist is exhibiting symptoms of all three types of stress: physical, emotional, and mental. SARS (D) is a type of disease, and while her symptoms could be attributed to job dissatisfaction (B), there must still be a root cause.

Chapter: Risk Management

Objective: Review Questions

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