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Question 1

Question Type: MultipleChoice

Which of the following is a legal term that describes an action that injures someone?

Options:

- A- Tort
- B- Temp-to-perm
- C- Total Quality Management (TQM)
- D- TIPS

Answer:

A

Explanation:

Answer option A is correct.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

Question 2

Question Type: MultipleChoice

Which of the following allows employees to work the hours that enable them to take care of personal work?

Options:

- A- Flextime
- B- Telecommuting
- C- Job sharing
- D- Overtime

Answer:

A

Explanation:

Answer option A is correct.

Chapter: Employee and Labor Relations

Objective: Employee Relations

Question 3

Question Type: MultipleChoice

_____ occurs when the employer forces an employee to resign by creating a work environment that is so unpleasant.

Options:

A- Reengineering

B- Public policy exception

C- Salting

D- Constructive discharge

Answer:

D

Explanation:

Answer option D is correct.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

Question 4

Question Type: MultipleChoice

Which of the following is often formed to address ongoing issues in the organization?

Options:

- A- Delegating authority
- B- Committees
- C- Task force
- D- Virtual work team

Answer:

B

Explanation:

Answer option B is correct.

Chapter: Employee and Labor Relations

Objective: Employee Relations

Question 5

Question Type: MultipleChoice

Which of the following requires employees to act within the authority granted by the employer?

Options:

- A- Duty of diligence
- B- Due process
- C- Duty of loyalty
- D- Duty of obedience

Answer:

D

Explanation:

Answer option D is correct.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

Question 6

Question Type: MultipleChoice

Which of the following provides an anonymous means by which employees can provide ideas for improvements to management?

Options:

- A- Suggestion box
- B- Task force
- C- Committees
- D- Work team

Answer:

A

Explanation:

Answer option A is correct.

Chapter: Employee and Labor Relations

Question 7

Question Type: MultipleChoice

A supervisor has called an employee in for an interview about an inventory shortage. When the supervisor begins asking questions, the employee invokes his Weingarten rights. The supervisor has the option to do which of the following?

Options:

- A-** Discontinue the interview, and make the determination based on other evidence and documentation.
- B-** Continue the interview while waiting for a co-worker to return from lunch.
- C-** Stop the discussion while the employee calls an attorney.
- D-** Stop the discussion until the shop steward is available upon return from vacation in 4 days.

Answer:

A

Explanation:

Answer option A is correct.

Weingarten rights give all union members the right to request that a co-worker or shop steward be present during an interview if the employee believes the interview could lead to disciplinary action. The employer may decide to use other facts available without interviewing the employee. The Weingarten ruling does not entitle employees to have an attorney present (C). Employers are not required to wait for a lengthy period of time until the co-worker returns (D). The interview must be discontinued while waiting for the co-worker (B). As of 2004, employers are required to honor Weingarten requests only for union members.

Chapter: Employee and Labor Relations

Objective: Review Questions

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