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# Question 1

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**Question Type:** MultipleChoice

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Which of the following describes salting?

**Options:**

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- A-** The union hires an individual to picket the employer's business.
- B-** The union hires an individual to apply for a job with an employer and begin to organize the company.
- C-** The union hires an individual to publicize its reasons for targeting an employer for unionization.
- D-** The union hires an individual to distribute leaflets to employees as they are leaving work at the end of the day.

**Answer:**

---

B

**Explanation:**

---

Answer option B is correct.

Salting occurs when a union hires an individual experienced at organizing tactics to apply for a job with a company that has been targeted for an organizing campaign (B). Options C, D, and A are tactics used by unions during organizing campaigns.

Chapter: Employee and Labor Relations

Objective: Review Questions

## Question 2

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**Question Type: FillInTheBlank**

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\_\_\_\_\_ programs involve employees and managers in improving the organization's productivity and sharing the benefits of success.

**Answer:**

---

**Explanation:**

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Gainsharing programs involve employees and managers in improving the organization's productivity and sharing the benefits of success.

## Question 3

### Question Type: DragDrop

Drag and drop the types of Qualified Deferred Compensation Plans that correspond to their descriptions.

Qualified Deferred Compensation Plan	Description
Place Holder	It relies on contributions from employees and employers to fund IRAs.
<b>Answer:</b> Place Holder	It allows employers to contribute deferred compensation based on a percentage of company earnings each year.
<b>Explanation:</b> Place Holder	It uses a fixed percentage of employee earnings to defer compensation.
The following are the types of Qualified Deferred Compensation Plans:	It is one in which the employer provides a pension for employees based on a formula.
* Defined Benefit Plan: A defined benefit plan is one in which the employer provides a pension for employees based on a formula.	
* Defined Contribution Plan: A defined contribution plan relies on contributions from employees and employers to fund IRAs.	

\* Profit Sharing Plan: A profit sharing plan allows employers to contribute deferred compensation based on a percentage of company earnings each year.

\* Money Purchase Plan: A money purchase plan uses a fixed percentage of employee earnings to defer compensation.

Chapter: Compensation and Benefits

Objective: Benefits

## Question 4

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**Question Type:** MultipleChoice

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An employee earning \$22,500 per year supervises three employees and spends 35 hours per week on essential job duties that require discretion and independent judgment. Which of the following describes this employee?

**Options:**

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**A-** Exempt, based on the administrative exemption test

**B-** Exempt, based on the executive exemption test

**C-** Nonexempt

**D-** Nonexempt, based on the salary basis requirement

**Answer:**

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D

**Explanation:**

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Answer option D is correct.

Effective in 2004, employees must be paid a minimum of \$455 per week to be exempt from FLSA requirements. This employee earns only \$432.69 per week. ( $\$22,500/52 \text{ weeks} = \$432.69$ .) Although C is also correct, the best answer is the one that explains why. See Chapter 6 for more information.

Chapter: Compensation and Benefits

Objective: Compensation

## Question 5

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**Question Type:** MultipleChoice

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Which of the following is used to determine current market trends and competition for different skills and knowledge and to assist the employer in setting pay levels?

**Options:**

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A- Base pay

B- Job evaluation

C- Salary survey

D- Gross pay

**Answer:**

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C

**Explanation:**

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Answer option C is correct.

A salary survey is used to determine current market trends and competition for different skills and knowledge and to assist the employer in setting pay levels.

Answer option B is incorrect. Job evaluation is an objective mechanism used to determine the worth of different jobs to the company.

Answer option D is incorrect. Gross pay is the amount earned by an employee before taxes are pending.

Answer option A is incorrect. Base pay is the foundation of an employer's compensation program because it reflects the value placed on individual jobs by the organization.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

## Question 6

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**Question Type:** MultipleChoice

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As a Senior HR Professional, you should be familiar with intrinsic rewards and extrinsic rewards that your company provides for its employees. Which of the following is an example of an intrinsic reward?

### Options:

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**A-** Cash compensation

**B-** Satisfaction from challenging and exciting assignments



**C-** On-site cafeteria

**D-** Esteem from working with other talented people

**Answer:**

---

B

**Explanation:**

---

Answer option B is correct.

An intrinsic reward is one that encourages individual self esteem, such as satisfaction from challenging and exciting assignments.

Answer option A is incorrect. Cash compensation is a monetary reward for employment.

Answer option D is incorrect. Esteem from working with other talented people is an extrinsic reward.

Answer option C is incorrect. An on-site cafeteria is an example of a non-monetary reward.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

## **Question 7**

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**Question Type: MultipleChoice**

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Job fulfillment from working with a talented peer group is an example of which of the following types of compensation?

**Options:**

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- A- Monetary
- B- Intrinsic
- C- Extrinsic
- D- Total rewards

**Answer:**

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B

**Explanation:**

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Answer option B is correct.

Intrinsic rewards are driven by internal versus external factors. Job fulfillment based on work relationships, the opportunity to use strengths, and career growth are examples of nonmonetary compensation. Extrinsic rewards (C) are those rewards that are driven by external factors, usually in the form of monetary (A) or benefit rewards (components of a total rewards system (D)).

Chapter: Compensation and Benefits

Objective: Review Questions

## Question 8

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**Question Type:** MultipleChoice

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Which of the following is comprised of any employee payments not associated with wages and salaries?

**Options:**

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- A- Non-monetary compensation
- B- Direct compensation
- C- Indirect compensation
- D- Monetary compensation

**Answer:**

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C

### **Explanation:**

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Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

## **Question 9**

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**Question Type:** MultipleChoice

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Which of the following is the amount of compensation that the employer and the employee agree will be paid for the performance of particular duties?

### **Options:**

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**A-** Performance-based pay

**B-** Seniority-based compensation

**C-** Pay differential

**D-** Base pay

**Answer:**

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D

**Explanation:**

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Answer option D is correct.

Chapter: Compensation and Benefits

Objective: Compensation

## Question 10

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**Question Type:** MultipleChoice

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The Federal Insurance Contributions Act requires employers to do which of the following?

### Options:

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- A- Provide health insurance for all employees
- B- Contribute to a defined-benefit plan
- C- Contribute to a deferred-compensation plan
- D- Withhold Social Security tax from pay

### Answer:

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D

### Explanation:

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Answer option D is correct.

FICA requires employers to pay Social Security and Medicare for employees and to withhold an equal amount from employee paychecks. There is no federal law requiring employers to provide pension plans (B) and (C). No federal law requires employers to provide health insurance (A).

Chapter: Compensation and Benefits

Objective: Review Questions

# Question 11

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**Question Type:** MultipleChoice

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Which of the following is provided by the companies to their employees who are called to work before or after their scheduled work hours?

**Options:**

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- A- Reporting pay
- B- Base pay
- C- Shift premium
- D- Call-back pay

**Answer:**

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D

**Explanation:**

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Answer option D is correct.

Chapter: Compensation and Benefits

Objective: Compensation



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