



Free Questions for *SPHR* by *dumpshq*

Shared by *Reeves* on *18-01-2024*

For More Free Questions and Preparation Resources

Check the Links on Last Page

Question 1

Question Type: MultipleChoice

What type of analysis in an Affirmative Action Plan would create an organizational chart that includes information about incumbents' race, gender, and wages?

Options:

- A) Job Group Analysis
- B) Availability Analysis
- C) Utilization Analysis
- D) Workforce Analysis

Answer:

D

Explanation:

Answer option D is correct.

Workforce analysis, also known as organizational display, is an organizational chart that includes summary information about incumbents' race, gender, and wages. It is a basic and essential building block for human resources planning.

Answer option A is incorrect. Job Group Analysis describes the analysis that nonconstruction contractors complete. The study begins the process of comparing the employer's representation of women and minorities to the estimated availability of qualified women and minorities available to be employed.

Answer option B is incorrect. Availability analysis studies the availability of minorities and women for jobs and helps to establish goals to eliminate underutilization that may be found.

Answer option C is incorrect. Utilization analysis studies the utilization of women and minorities and creates placement goals to eliminate the underutilization.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

Question 2

Question Type: MultipleChoice

You are the HR Professional for the HJN Company and you've been tasked with addressing stress in the workplace. You reference the NIOSH book 'Stress at Work' to learn there are six primary categories of stress in the workplace. Which category of stress is best described as lack of family-friendly policies?

Options:

- A) Career concerns
- B) Task design
- C) Management style
- D) Work roles

Answer:

C

Explanation:

Answer option C is correct.

Management style is the stress factor that includes lack of family friendly policies.

Answer option B is incorrect. Task design is a stress factor that focuses on the day-to-day work activities.

Answer option D is incorrect. Work roles is a stress factor that describes the responsibilities and authority a worker may, or may not, have in the job.

Answer option A is incorrect. Career concerns are a stress factor that describes the security of employment, longevity of the career, and job growth.

Chapter: Risk Management

Objective: Risk Assessment

Question 3

Question Type: MultipleChoice

Marcy is an hourly-paid employee in the JKJ Company. Her supervisor Tom has asked Marcy to not begin working on a presentation until he leaves a meeting. The meeting happens to last six hours and Marcy doesn't have other work to do while Tom is in the meeting. Marcy decides to read a book while she waits. According to the Fair Labor Standards Act should Marcy be paid for reading the book? Choose the best answer:

Options:

- A) No, this is an example of engaged to wait.
- B) Yes, she must be paid.

C) Yes, this is an example of engaged to wait.

D) No, this is an example of employment lag time.

Answer:

C

Explanation:

Answer option C is correct.

Even though Marcy doesn't have other work to complete she is still to be paid for her time. This is an example of engaged to wait - as the company has purchased her time on an hourly basis and the current assignment is to wait for Tom.

Answer option A is incorrect. Engaged to wait means that Marcy will still be paid for her time.

Answer option D is incorrect. Lag time is the time to wait between activities in project management and isn't relative in this issue.

Answer option B is incorrect. While this answer is correct you must always pick the best answer, which is the example of engaged to wait.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

Question 4

Question Type: MultipleChoice

For which of the following is "the highest standards of care and professionals in a legal context" a key component?

Options:

- A) Breach of contract
- B) Code of conduct
- C) Fiduciary responsibility
- D) Conflict of interest

Answer:

C

Explanation:

Answer option C is correct.

Fiduciary responsibility implies a greater legal obligation to act with great care and responsibility on behalf of a company. Acting in one's own self-interest, conflicting duties, and profiting from a role are all examples of how HR could breach this obligation. Code of conduct, breach of contract and conflict of interest are certainly components of HR standards, but in terms of ranking, they fall below the concept of fiduciary responsibility.

Chapter: Compensation and Benefits

Objective: Review Questions

Question 5

Question Type: MultipleChoice

Richard, who works at the customer service counter in an auto-supply store, told his manager that because of chronic back pain, it is difficult for him stand for long periods and asked for an accommodation. The manager isn't sure, based on the essential job functions, how an accommodation can be provided. You advise the manager to begin the interactive process with the employee. What should the manager do to begin this process?

Options:

- A) Ask Richard how his back was injured.
- B) Provide a stool for Richard to use at the counter.
- C) Ask Richard whether he has any suggestions for an accommodation.
- D) Ask Richard to meet with HR to resolve the problem.

Answer:

C

Explanation:

Answer option C is correct.

To assess the reasonableness of a requested accommodation, employers should ask employees to describe their limitations, how those limitations affect their performance of essential job functions, and whether they have suggestions for an accommodation that would allow them to perform the functions. See Chapter 8 for more information.

Chapter: Risk Management

Objective: Risk Management

Question 6

Question Type: MultipleChoice

You are the HR Professional for the HJN Company and you've been tasked with addressing stress in the workplace. You reference the NIOSH book 'Stress at Work' to learn there are six primary categories of stress in the workplace. Which category of stress is best described as lack of family-friendly policies?

Options:

- A) Career concerns
- B) Task design
- C) Management style
- D) Work roles

Answer:

C

Explanation:

Answer option C is correct.

Management style is the stress factor that includes lack of family friendly policies.

Answer option B is incorrect. Task design is a stress factor that focuses on the day-to-day work activities.

Answer option D is incorrect. Work roles is a stress factor that describes the responsibilities and authority a worker may, or may not, have in the job.

Answer option A is incorrect. Career concerns are a stress factor that describes the security of employment, longevity of the career, and job growth.

Chapter: Risk Management

Objective: Risk Assessment

Question 7

Question Type: MultipleChoice

Richard, who works at the customer service counter in an auto-supply store, told his manager that because of chronic back pain, it is difficult for him stand for long periods and asked for an accommodation. The manager isn't sure, based on the essential job functions, how an accommodation can be provided. You advise the manager to begin the interactive process with the employee. What should the manager do to begin this process?

Options:

- A) Ask Richard how his back was injured.
- B) Provide a stool for Richard to use at the counter.
- C) Ask Richard whether he has any suggestions for an accommodation.
- D) Ask Richard to meet with HR to resolve the problem.

Answer:

C

Explanation:

Answer option C is correct.

To assess the reasonableness of a requested accommodation, employers should ask employees to describe their limitations, how those limitations affect their performance of essential job functions, and whether they have suggestions for an accommodation that would allow them to perform the functions. See Chapter 8 for more information.

Chapter: Risk Management

Objective: Risk Management

Question 8

Question Type: MultipleChoice

Marcy is an hourly-paid employee in the JKJ Company. Her supervisor Tom has asked Marcy to not begin working on a presentation until he leaves a meeting. The meeting happens to last six hours and Marcy doesn't have other work to do while Tom is in the meeting. Marcy decides to read a book while she waits. According to the Fair Labor Standards Act should Marcy be paid for reading the book? Choose the best answer:

Options:

- A) No, this is an example of engaged to wait.
- B) Yes, she must be paid.
- C) Yes, this is an example of engaged to wait.
- D) No, this is an example of employment lag time.

Answer:

C

Explanation:

Answer option C is correct.

Even though Marcy doesn't have other work to complete she is still to be paid for her time. This is an example of engaged to wait - as the company has purchased her time on an hourly basis and the current assignment is to wait for Tom.

Answer option A is incorrect. Engaged to wait means that Marcy will still be paid for her time.

Answer option D is incorrect. Lag time is the time to wait between activities in project management and isn't relative in this issue.

Answer option B is incorrect. While this answer is correct you must always pick the best answer, which is the example of engaged to wait.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

Question 9

Question Type: MultipleChoice

For which of the following is "the highest standards of care and professionals in a legal context" a key component?

Options:

- A) Breach of contract
- B) Code of conduct
- C) Fiduciary responsibility
- D) Conflict of interest

Answer:

C

Explanation:

Answer option C is correct.

Fiduciary responsibility implies a greater legal obligation to act with great care and responsibility on behalf of a company. Acting in one's own self-interest, conflicting duties, and profiting from a role are all examples of how HR could breach this obligation. Code of conduct, breach of contract and conflict of interest are certainly components of HR standards, but in terms of ranking, they fall below the concept of fiduciary responsibility.

Chapter: Compensation and Benefits

Objective: Review Questions

Question 10

Question Type: MultipleChoice

What type of analysis in an Affirmative Action Plan would create an organizational chart that includes information about incumbents' race, gender, and wages?

Options:

- A) Job Group Analysis
- B) Availability Analysis
- C) Utilization Analysis
- D) Workforce Analysis

Answer:

D

Explanation:

Answer option D is correct.

Workforce analysis, also known as organizational display, is an organizational chart that includes summary information about incumbents' race, gender, and wages. It is a basic and essential building block for human resources planning.

Answer option A is incorrect. Job Group Analysis describes the analysis that nonconstruction contractors complete. The study begins the process of comparing the employer's representation of women and minorities to the estimated availability of qualified women and minorities available to be employed.

Answer option B is incorrect. Availability analysis studies the availability of minorities and women for jobs and helps to establish goals to eliminate underutilization that may be found.

Answer option C is incorrect. Utilization analysis studies the utilization of women and minorities and creates placement goals to eliminate the underutilization.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

To Get Premium Files for SPHR Visit

<https://www.p2pexams.com/products/sphr>

For More Free Questions Visit

<https://www.p2pexams.com/hrci/pdf/sphr>

