

SPHR^{Q&As}

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QUESTION 1

Which of the following is conducted to determine what is required to solve a problem?

- A. Needs assessment
- B. Making succession plan
- C. SWOT analysis
- D. Talent management program

Correct Answer: A

QUESTION 2

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

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

Correct Answer: A

QUESTION 3

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts used the terminology "work now, grieve later" to describe the urgency of performing work?

- A. Railway Labor Act
- B. National Industrial Recovery Act
- C. National Labor Relations Act
- D. Clayton Act

Correct Answer: A

QUESTION 4

There is a document the federal government has created that you would like to use in your training class. You'll be teaching how the form is designed, its purpose, and what all parts of the form provide. The form will be included in your overhead presentation, in the course manual, and as a handout in the classroom. Is this legal?

- A. No, the form is protected from copyright infringement.
- B. No, the form can be shown in the overhead presentation, but not distributed or photocopied.
- C. Yes, the form can be distributed with a fee to the federal government for access to the form.
- D. Yes, work created by the federal government is in the public domain.

Correct Answer: D

QUESTION 5

Which of the following union security clauses requires that all employees join the union within a grace period specified by the contract?

- A. Agency shop clause
- B. Maintenance of membership clause
- C. Union shop clause
- D. Closed shop clause

Correct Answer: C

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