

SPHR^{Q&As}

The Professional in Human Resources (SPHR)

Pass HRCI SPHR Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.leads4pass.com/sphr.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by HRCI
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers



QUESTION 1

Yolanda is an HR Professional for her organization that has 250 employees. Yolanda is working with Thomas, a manager in the company. Thomas reports that Carrie, one of his staff members, will be leaving the organization for a leave absence due to a pregnancy issue. Thomas wants to know if he can terminate Carrie's employment because she won't be able to complete her work due to the pregnancy issue. What's the best answer for this scenario?

- A. Yolanda should tell Thomas that Carrie's employment can be terminated as the organization does not meet the Pregnancy Discrimination Act with 500 minimum employees.
- B. Yolanda should tell Thomas that Carrie must return to work within 28 days or the organization can assume that Carrie has resigned.
- C. Yolanda should tell Thomas that Carrie must be treated the same way as any other temporarily disabled employee.
- D. Yolanda should tell Thomas that Carrie's employment can be terminated as pregnancy issues are not allowable time away from the organization

Correct Answer: C

QUESTION 2

A manager makes a sexual advancement to an employee who rejects the advance. Later, the manager does not allow the employee to be promoted because of the rejection of the sexual advancement. This is an example of what type of sexual harassment?

- A. Hostile work environment
- B. Disparate treatment
- C. Quid pro quo
- D. Disparate impact

Correct Answer: C

QUESTION 3

Maslow's hierarchy of needs does not include the following need:

- A. Safety
- B. Growth
- C. Self-actualization
- D. Social

Correct Answer: B

QUESTION 4

You need to participate in enterprise risk management and complete an HR-audit. Which of the following is the best definition of an HR-audit in regard to risk management?

- A. Identify the total number of employees in the organization
- B. Identify the competency of employees in each areas of the organization
- C. Identify the total number of employees by years of employment in the organization and verify their experience, education, and skills
- D. Identify the HR areas that may be out of compliance with legal requirements

Correct Answer: D

QUESTION 5

Which of the following is developed over centuries as a result of legal decisions made by judges in individual cases?

- A. Comparable worth
- B. Compensable factors
- C. Common law doctrine
- D. Compulsory arbitration

Correct Answer: C

[SPHR PDF Dumps](#)

[SPHR VCE Dumps](#)

[SPHR Study Guide](#)