

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

Holly is the HR Professional for her organization and she's examining the type of exemptions for computer employees. What is the minimum rate that the computer employee must earn to be considered exempt?

- A. \$31.23 per hour
- B. \$45.33 per hour
- C. \$27.63 per hour
- D. \$17.03 per hour

Correct Answer: C

QUESTION 2

Which of the following organizational structures is characterized by networks instead of traditional hierarchies?

- A. Seamless organization
- B. Geographic organization
- C. Flat organization
- D. Matrix organization

Correct Answer: A

QUESTION 3

As an HR Professional you must be familiar with particular labor-based acts of congress. One such act is the Taft-Hartley Act which addressed right-to-work states and unions. What does right-to-work states mean for unions and employees?

- A. Employees are not required to join a union to work.
- B. Employees must join the union in order to work.
- C. Union conducts the hiring process for an organization.
- D. An organization can fire employees if they're members of a union.

Correct Answer: A

QUESTION 4

Before selecting an HRIS system, which of the following questions should be answered?

- A. Who will have access to the information stored in the HRIS?
- B. How will the HRIS be accessed?
- C. All of the above.
- D. What information will be converted to the HRIS?

Correct Answer: C

QUESTION 5

You are a HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. One of the requirements in the interview process for a graphic designer is, for the graphic designer to use a software program and to create a simple brochure. This is an example of what type of validity?

- A. Construct-related validity
- B. Criterion-related validity
- C. Content validity
- D. Predictive validity

Correct Answer: C

[SPHR Practice Test](#)

[SPHR Study Guide](#)

[SPHR Exam Questions](#)