

SPHR^{Q&As}

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QUESTION 1

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address a minimum wage for employees?

- A. Davis-Bacon Act
- B. Walsh-Healey Public Contracts Act
- C. Fair Labor Standards Act
- D. Portal-to-Portal Act

Correct Answer: A

QUESTION 2

The company receptionist has always been cheerful and warm when greeting customers and has taken the initiative to do what needed to be done without waiting to be told. She has always kept the front desk tidy and presentable for visitors. Over the last few weeks, the receptionist has become moody and called in sick several times complaining of headaches, and the reception area looks disorganized all the time. This receptionist is showing classic signs of which of the following?

- A. Substance abuse
- B. Job dissatisfaction
- C. Stress
- D. SARS

Correct Answer: C

QUESTION 3

Which report do local and state governments require employers to file in odd-numbered years?

- A. EEO-1 Report
- B. EEO-3 Report
- C. EEO-4 Report
- D. EEO-5 Report

Correct Answer: C

QUESTION 4

Which of the following is used during the strategic planning process?

- A. PEST analysis
- B. SWOT analysis
- C. Qualitative analysis
- D. Quantitative analysis

Correct Answer: A

QUESTION 5

Stephanie is an HR Professional and she's writing a review of new HR software for her HR blog. Unfortunately the review is not positive and the owner of the software is threatening to sue Stephanie because she broke copyright laws when she shared the review and included screen captures. What protects Stephanie from the lawsuit?

- A. Stephanie is actually protected from infringement of the copyright laws because of digital use rights.
- B. Stephanie is actually guilty of the copyright infringement when she shared the screen captures.
- C. Stephanie cannot share screen captures on the web as this is an infringement on digital rights.
- D. Stephanie is actually protected from infringement of the copyright laws because of fair use rights.

Correct Answer: D

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