SPHR^{Q&As}

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QUESTION 1

You are the Senior HR Professional in your organization and you\\'re working with Janet, a project manager, to discuss the scope of a new project. Janet and her project team have taken your project scope and segmented it into a visual decomposition of the project work. What has Janet created?

A. Activity list

B. Project network diagram

C. Project Work Breakdown Structure

D. Scope breakdown structure

Correct Answer: C

QUESTION 2

What term is used to describe the values, worth, work ethics, attitude, and collective sense of an identity in an organization?

A. Organizational persona

B. Organizational culture

C. Organizational branding

D. Organizational politics

Correct Answer: B

QUESTION 3

Your organization uses ADDIE for developing new seminars and training. During the design of the course, you need to follow four distinct steps to create a good training design. Which of the following is NOT one of the four steps of design?

A. Identify the outcome objectives.

B. Identify the distribution methods.

C. Identify learning methodologies.

D. Gain agreement and sign-off.

Correct Answer: B

QUESTION 4

What term is assigned to the barriers that women and minorities may face when trying to advance to senior levels of an

organization?

A. Societal barrier

B. Internal structure barrier

C. Governmental barrier

D. Glass ceiling

Correct Answer: D

QUESTION 5

Fill in the blank with the appropriate qualitative analysis technique.

The_____ group technique is a structured meeting format designed to elicit participation from all members of the group in order to arrive at the best possible solution to the problem at hand.

Correct Answer: nominal

The nominal group technique is a structured meeting format designed to elicit participation from all members of the group in order to arrive at the best possible solution to the problem at hand. The process requires a facilitator and begins with a period of time for individuals to think about and write down all their ideas about the issue. After that, each participant presents one idea, which is recorded by the facilitator for later discussion. When all the ideas have been presented, the process of prioritizing and consensus building takes place until a resolution has been agreed on. Chapter: Core Knowledge Requirements for HR Professionals Objective: Qualitative and Quantitative Analysis

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