

## SPHR<sup>Q&As</sup>

The Professional in Human Resources (SPHR)

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**QUESTION 1**

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. This adverse impact lawsuit determined that discrimination need not be deliberate or observable to be real. Employees were segregated by race and were allowed to work only in the lowest paid position. What lawsuit is described?

- A. Griggs versus Duke Power, 1971
- B. Washington versus Davis, 1976
- C. Albemarle Paper versus Moody, 1975
- D. McDonnell Douglas Corp. versus Green, 1973

Correct Answer: A

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**QUESTION 2**

Which of the following is a productivity type of statistical HR measurement?

- A. Revenue per employee
- B. Job satisfaction
- C. Turnover and retention
- D. Cost per hire

Correct Answer: A

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**QUESTION 3**

"Thanks for such a great presentation! You\\ll always have a job with us." This is an example of what?

- A. The duty of good faith and fair dealing
- B. Fraudulent misrepresentation
- C. An implied contract
- D. An express contract

Correct Answer: D

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**QUESTION 4**

Which of the following is often formed to address ongoing issues in the organization?

- A. Delegating authority
- B. Committees
- C. Task force
- D. Virtual work team

Correct Answer: B

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**QUESTION 5**

Each collective bargaining agreement outlines the process to file a grievance. Most agreements define a four-step approach to the grievance procedure. During which one of the following steps of the grievance procedure, might the president of the local union meet with the manager of the plant at which the employee with the grievance works?

- A. Initiate the complaint
- B. Escalate the complaint internally
- C. Reach the highest level of internal escalation
- D. Participate in binding arbitration

Correct Answer: B

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**QUESTION 6**

Professionals, craft workers, and laborers/helpers have what in common?

- A. They are all job categories on the EEO-1 report.
- B. They are all examples of protected-class individuals.
- C. They are all examples of types of labor unions.
- D. They are all classifications for defining exempt workers.

Correct Answer: A

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**QUESTION 7**

A church has announced a position for a new minister. One of the requirements of the new minister, however, is that this person be a member of the faith of the church that is hiring. This is an example of which of the following in regard to Title VII?

- A. Piece-rate system
- B. Violation of the Title VII requirements not to discriminate employment based on religion
- C. Bona fide occupational qualification

D. Violation of Title VII religious requirements for employment

Correct Answer: C

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**QUESTION 8**

Which of the following has established standards for personal protective equipment (PPE)?

- A. Drug-Free Workplace Act
- B. Mine Safety and Health Act (MSHA)
- C. Fair Labor Standards Act (FLSA)
- D. Occupational Safety and Health Act (OSHA)

Correct Answer: D

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**QUESTION 9**

A high-involvement organization is an example of what type of OD intervention?

- A. Strategic
- B. Techno-structural
- C. Human resource management
- D. Human process

Correct Answer: B

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**QUESTION 10**

You are a HR Professional for your organization and you're educating your staff on the Pregnancy Discrimination Act. Which one of the following statements about the Pregnancy Discrimination Act is not true?

- A. If an employer provides any benefits to workers on leave, the employer must provide the same benefits for those on leave for pregnancy-related conditions.
- B. An employer is allowed to refuse to hire a pregnant woman because of the imminent time frame of the needed leave to deliver and care for the child.
- C. Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.
- D. Pregnancy related benefits cannot be limited to married employees.

Correct Answer: B

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**QUESTION 11**

Human resources is often seen as a three-dimensional component of an organization. Which dimension of human resources focuses on long-term, future-focused approach to the methods to achieve human resource and organizational goals?

- A. Strategic
- B. Administrative
- C. Organizational
- D. Operational

Correct Answer: A

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**QUESTION 12**

Which of the following includes payments made to employees that are associated with wages and salaries?

- A. Non-monetary compensation
- B. Monetary compensation
- C. Direct compensation
- D. Extrinsic reward

Correct Answer: C

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**QUESTION 13**

Validity is an important part of the interview process. All HR Professionals should recognize validity through the interview process. Which one of the following is not one of the four types of validity?

- A. Predictive validity
- B. Content validity
- C. Professional validity
- D. Construct validity

Correct Answer: C

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**QUESTION 14**

Which of the following Acts provides protection to workers in the event of mass layoffs or plant closings?

- A. WARN

B. BLBA

C. FECA

D. OSHA

Correct Answer: A

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## QUESTION 15

The union rep has requested copies of all the incident reports filed during the last year. You are required to do what?

A. Furnish copies within 15 calendar days but only of the -Tell Us About the Case " section

B. Furnish the copies by the end of the next business day

C. Furnish copies of the -Tell Us About the Case " section within 7 calendar days

D. Furnish the copies by the end of the day

Correct Answer: C

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