



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

The Professional in Human Resources (SPHR)

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### QUESTION 1

On November 13, 2000 CFR Part 60-2 was revised to address affirmative action to make the rules more accessible and easier to implement. Which of the following statements is not part of this significant update to the Affirmative Action program in CFR Part 60-2?

- A. Reaffirmed that affirmative action isn't to establish quotas, but to create goals
- B. Workforce analysis was replaced with a one-page organizational profile
- C. Granted employers with fewer than 100 employees, permission to prepare a job group analysis that uses EEO-1 categories as job groups
- D. Reduced the number of additional required elements of the written Affirmative Action Plan from 10 to 4

Correct Answer: C

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### QUESTION 2

Rex is the Senior HR Professional for his organization and he's working with Jan, an HR Professional, in an exercise for a project team. The exercise gives the project team members assignments to do collectively and individually to construct a game. What type of organizational development activity is this?

- A. Team building
- B. Total Quality Management
- C. Implementation theory
- D. Human process intervention

Correct Answer: A

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### QUESTION 3

John earns \$45,200 per year as a mechanic in your organization. The \$42,500 per year does not include earnings John may have through shift differentials, benefits, overtime, incentives, and bonuses. Which one of the following terms best describes the \$45,200 per year that John earns?

- A. Variable pay
- B. Hygiene factor pay
- C. Base pay
- D. Market-demand pay

Correct Answer: C

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#### QUESTION 4

Which of the following types of interview has a list of questions prepared in advance and is used for all candidates?

- A. Panel interview
- B. Structured interview
- C. Stress interview
- D. Patterned interview

Correct Answer: B

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#### QUESTION 5

The Omnibus Budget Reconciliation Act of 1993 does not require which of the following?

- A. Group health plans honor qualified medical child-support orders
- B. Tax deductions for executive pay be capped at \$1,000,000 per year
- C. Income tax be withheld from some distributions to rollover accounts
- D. Group health coverage be offered for children placed for adoption before the adoption is final

Correct Answer: C

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