



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

The Professional in Human Resources (SPHR)

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#### QUESTION 1

Henry is the Senior HR Professional for his organization which manufactures automobile parts. His organization has plants throughout the US. Management has informed Henry that a plant in Alabama will be closing. 650 jobs will be eliminated as a result. How many days is Henry's organization required to give notice before the plant may close?

- A. 30 days
- B. 60 days
- C. 90 days
- D. 120 days

Correct Answer: B

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#### QUESTION 2

How can an employer determine whether a job creates an ergonomic hazard for an employee?

- A. Review the MSDS.
- B. Observe the incumbent performing the job duties.
- C. Review and analyze the OSHA logs.
- D. Review and analyze the workers' compensation records.

Correct Answer: B

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#### QUESTION 3

An employee-assistance plan will not assist employees with what?

- A. Outplacement counseling
- B. Substance abuse
- C. Gambling problems
- D. Legal assistance

Correct Answer: C

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#### QUESTION 4

Lee is a worker in a facility that offers a ten percent shift premium. Lee's hourly rate for the day shift is \$12, but he's volunteered to work the next month on the swing shift. What will Lee's hourly rate be for the next month?



- A. \$13.20
- B. \$528
- C. \$2,112
- D. The shift premium is only for the shifts that overlap.

Correct Answer: A

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#### QUESTION 5

Which of the following is similar to a general partnership but is formed for a limited time frame?

- A. General Partnership
- B. Joint Venture
- C. Limited Partnership
- D. Corporation

Correct Answer: B

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