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QUESTION 1

As an HR Professional, you must be aware of traditional corporate governance. Within corporate governance, there are typically three key stakeholders that influence decisions of the organizations. Which of the following is a key stakeholder as part of corporate governance?

- A. Employees
- B. Management
- C. Stakeholder
- D. Customer

Correct Answer: B

QUESTION 2

Your organization is looking for methods to improve communication between the management and the employees within the company. Which one of the following methods is best described as a small but representative sampling of employees - led in a conversation by a neutral moderator about an identified topic?

- A. Pilot group
- B. Focus group
- C. Workshop
- D. Brainstorming session

Correct Answer: B

QUESTION 3

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. What is the zipper clause in regard to negotiations?

- A. Items in a management-union contract can be "zipped" open and closed as often as necessary.
- B. Items in a management-union contract are "zipped" closed, once the agreement is signed by both parties.
- C. Management and union representations are locked out of union employee meetings.
- D. Management is locked out of union meetings.

Correct Answer: B

QUESTION 4



Before selecting an HRIS system, which of the following questions should be answered?

- A. All of the above.
- B. What information will be converted to the HRIS?
- C. Who will have access to the information stored in the HRIS?
- D. How will the HRIS be accessed?

Correct Answer: A

QUESTION 5

An organization has an employment position available in their fitness center. The position is to be the female locker attendant. As part of the employment posting, the HR has made it a requirement that the person eligible for the job must be a female. Management believes that this requirement may be in violation to the Civil Rights Act, Title VII. Is this a violation of the Civil Rights Act, Title VII?

- A. No, this is common sense for a female locker room attendant.
- B. No, this is an example of a Title VII exception.
- C. Yes, no posting for employment can include a preference for males or females.
- D. Yes, no hiring or firing can be made solely on the sex of the applicant or employment.

Correct Answer: B

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