



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

The Professional in Human Resources (SPHR)

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### QUESTION 1

Which of the following focuses on preventive care and controlling health costs?

- A. Exclusive Provider Organization
- B. Health Maintenance Organization
- C. Physician Hospital Organization
- D. Preferred Provider Organization

Correct Answer: B

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### QUESTION 2

An organization would like to hire a 15-year old for some duties in their business. Which one of the following rules would be breaking the requirements of the child labor provisions of the FLSA?

- A. 4 hours per school day
- B. Non-school hours only
- C. 18 hours per school week
- D. 8 hours in a non-school day

Correct Answer: A

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### QUESTION 3

Based on an analysis of the industry and labor market trends, a VP of Human Resources has determined that the best course of action for her company is to change from a narrow to a broadband salary structure. The current structure has been in place for more than 15 years, and the VP is anticipating strong resistance to making the change. Which of the following tools should the VP use to convince the executive team to make the change?

- A. Build a business case.
- B. Calculate the return on investment.
- C. Conduct a SWOT analysis.
- D. Calculate the cost-benefit analysis.

Correct Answer: A

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### QUESTION 4

Which of the following assets consist of buildings, manufacturing machines and equipment, vehicles, furniture, and



office equipment?

- A. Information assets
- B. Financial assets
- C. Physical assets
- D. Human assets

Correct Answer: C

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#### QUESTION 5

As an HR Professional in your organization, you need to be familiar with designing interview questions that are valid. Which type of validity is demonstrated by the job requirement of the applicant being fluent in Spanish and English?

- A. Criterion-Related validity
- B. Construct validity
- C. Predictive validity
- D. Content validity

Correct Answer: A

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