



SPHR^{Q&As}

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QUESTION 1

It's important for an instructor to have clarity of presentation. Which of the following statements is an example of clarity of presentation?

- A. Use real-world examples for the learning process.
- B. Provide refreshments for the classroom participants.
- C. Host the learning session in the morning.
- D. Adjust the lights for optimal learning.

Correct Answer: A

QUESTION 2

You are a HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which report is collected on odd-number of years from state and local governments?

- A. EEO-3 Report
- B. EEO-4 Report
- C. EEO-5 report
- D. EEO-1 Report

Correct Answer: B

QUESTION 3

Heather's organization works with a labor union work force. Heather has heard rumors that the union has been trying to create a hot cargo agreement with a supplier. What is a hot cargo agreement?

- A. It forces suppliers to join the union.
- B. It's a threat that the union will slow down processing orders for non-union shops.
- C. It's an agreement that an employer will stop doing business with a non-union business.
- D. It's an agreement to rush orders for union-based businesses.

Correct Answer: C

QUESTION 4

Which of the following is one that encourages individual employee self esteem?



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

Correct Answer: A

QUESTION 5

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?

- A. Edgard Schein
- B. Frederick Herzberg
- C. W. Edwards Deming
- D. Allen A. Kennedy

Correct Answer: A

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