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Senior Professional in Human Resources (HRCI SPHR)

Question: 662

What type of analysis in an Affirmative Action Plan would create an organizational chart that includes information about incumbents' race, gender, and wages?
A. Job Group Analysis
B. Availability Analysis
C. Utilization Analysis
D. Workforce Analysis

Answer: D

fine.

Question: 663

One factor of the Uniform Guidelines on Employee Selection is reliability during interviews. Which of the following statements is the best description of reliability during interviews?
A. Interviews should adapt job-related questions for each candidate for a particular position based on the candidate's experience.
B. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for a particular position.
C. Interviews should prepare and consistently use questions that will be asked of all candidates based on the candidate's submitted resume.
D. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for all employment positions within the organization.

Answer: B

answer is straight.

Question: 664

Mike is the HR Professional for his organization and he's documenting the relationship of contractors and employees in the organization. Mike is focusing on the control aspects as provided by the Internal Revenue Service. What aspect of the contractor control aspect is best described as how the business pays the worker?
A. Financial control
B. Behavioral control
C. Type of relationship
D. Contractual relationship

Answer: A

References:

Question: 665

You are an HR Professional for your organization. Your organization employs 120 people in the United States. You are required to file the EEO-1 report for your organization by what date?
A. January 1 of each year

B. September 30 of each year
C. April 15 of each year
D. The anniversary date of your organization reaching 100 employees

Answer: B

correct answer..

Question: 666

Mark is an HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. Mark will also be considered to be designated the responsibility for this Affirmative Action Plan. What does the designation of responsibility mean?
A. It means that Mark will be the person that reports on the plan's implementation to management
B. It means that Mark will be the person responsible for actually implementing the plan
C. It means that Mark will be the person that reports on the plan's implementation to the Department of Labor
D. It means that Mark will be the manager for all Affirmative Action scenarios and issues within his company

Answer: B

exact answer.

Question: 667

What act prohibits discrimination on the basis of physical and mental disabilities?
A. ADEA of 1967
B. Rehabilitation Act of 1973
C. VEVRAA of 1974
D. IRCA of 1986

Answer: B

real answer.

Question: 668

You are a HR Professional for your organization and your supervisor is asking you about the details of the Civil Rights Act of 1991, and what it means to your company. He wants to know what the total damages could be if an organization is found liable by a jury trial. What is the maximum amount that could be awarded to a victim of discrimination if the organization is found liable?
A. $50,000
B. $300,000
C. $500,000
D. There is no limited amount as the jury can determine damages

Answer: B

answer is upgraded.

Question: 669

As a Senior HR Professional, you must be familiar with certain legal terms, laws, and regulations that affect how you and others operate in the workplace. One term is protected class. Which of the following statements best describes a protected class?
A. A group of people who share a common characteristic and who are protected from discrimination and harassment on the basis of that shared characteristic.

B. A group of people who share a common characteristic and who are exempt from discrimination regulations on the basis of that shared characteristic.
C. A group of people who do not share a common characteristic and who are not protected from discrimination and harassment on the basis of that shared characteristic.
D. A group of people who share a race and who are protected from discrimination and harassment on the basis of that race.

Answer: A

answer is justified.

Question: 670

As a Senior HR Professional, you should be familiar with the Balanced Scorecard. Which perspective of the Balanced Scorecard describes the criticality of customer focus and customer satisfaction?
A. Learning and growth
B. Business process
C. Customer
D. Financial

Answer: C

answer is right.

Question: 671

The Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) requires which of the following?
A. All contractors must list all job openings with state employment agencies.
B. All employers must list all job openings with state employment agencies.
C. State employment agencies must give preference to Vietnam veterans for senior-level management position referrals.
D. State employment agencies must give preference to Vietnam veterans for positions lasting 3 days or longer.

Answer: D

Explanation:
Answer option D is correct.VEVRAA applies to government contractors and requires that all job openings be listed with state employment agencies except those that will be filled from within, are for senior-level management positions, or will last less than 3 days. See Chapter 4 for more information.
Chapter: Workforce Planning and Employment
Objective: Federal Employment Legislation

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