



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

The Professional in Human Resources (SPHR)

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### QUESTION 1

Which of the following occurs when the union decides to stop working?

- A. Lockout
- B. Strike
- C. Involuntary exit
- D. Boycott

Correct Answer: B

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### QUESTION 2

An organizational picket may lawfully take place when which of the following is true?

- A. There are fewer than 45 days left before the current collective-bargaining agreement expires.
- B. The union wants to attract employees so they will authorize the union to represent them.
- C. The union members are unhappy with their current union and ask a new union to represent them.
- D. The union files a representation petition with the NLRB no later than 15 days after picketing starts.

Correct Answer: B

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### QUESTION 3

Which of the following tests is also known as honesty test?

- A. Personality test
- B. Integrity test
- C. Aptitude test
- D. Cognitive Ability Test

Correct Answer: B

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### QUESTION 4

Which of the following occurs when employees stop working and stay in the building?

- A. Strike
- B. Lockout



C. Wildcat strike

D. Sit-down strike

Correct Answer: D

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#### QUESTION 5

Which of the following departments of an organization develops new products and redesigns old ones to meet changing market demands?

A. Information Technology

B. Finance

C. Accounting

D. Research and Development

Correct Answer: D

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