



SPHR^{Q&As}

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QUESTION 1

As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

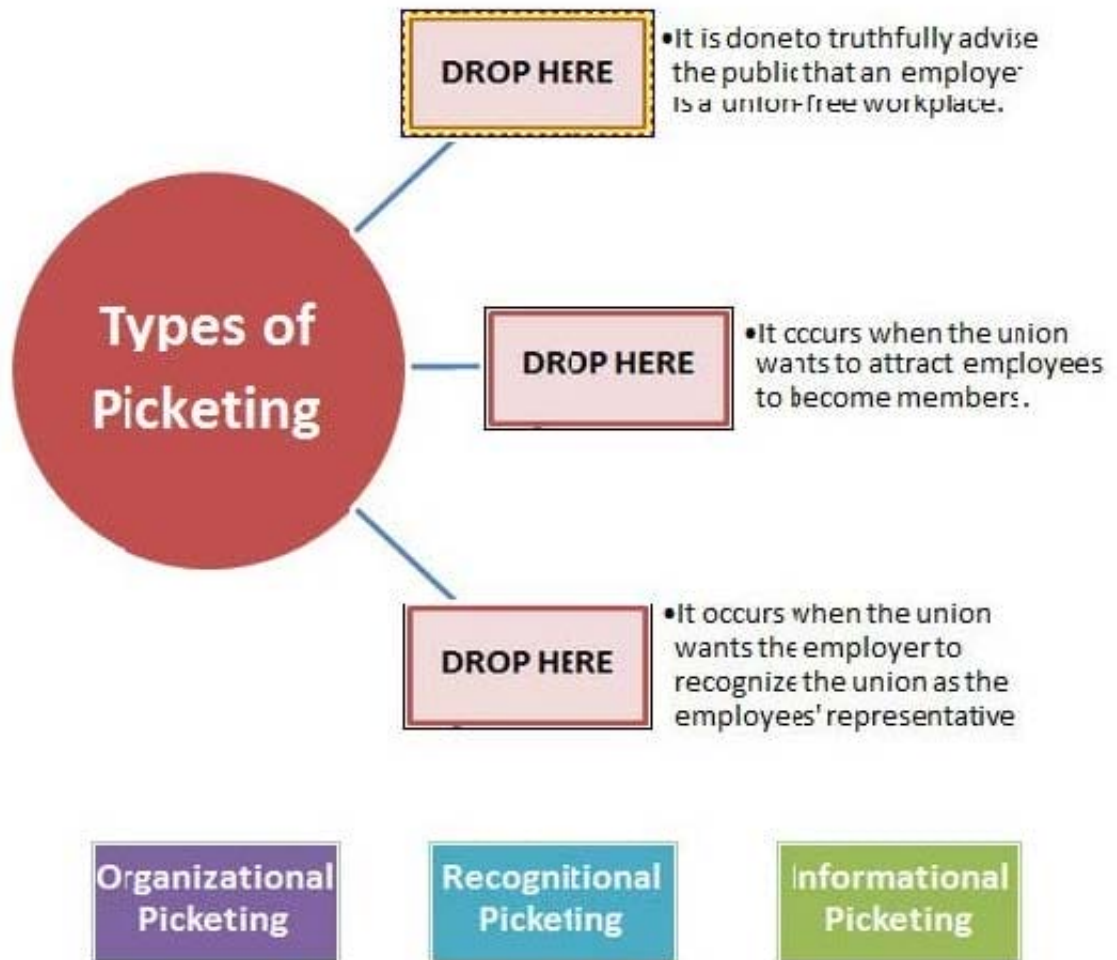
- A. \$70,000
- B. \$50,000
- C. \$10,000
- D. \$100,000

Correct Answer: A

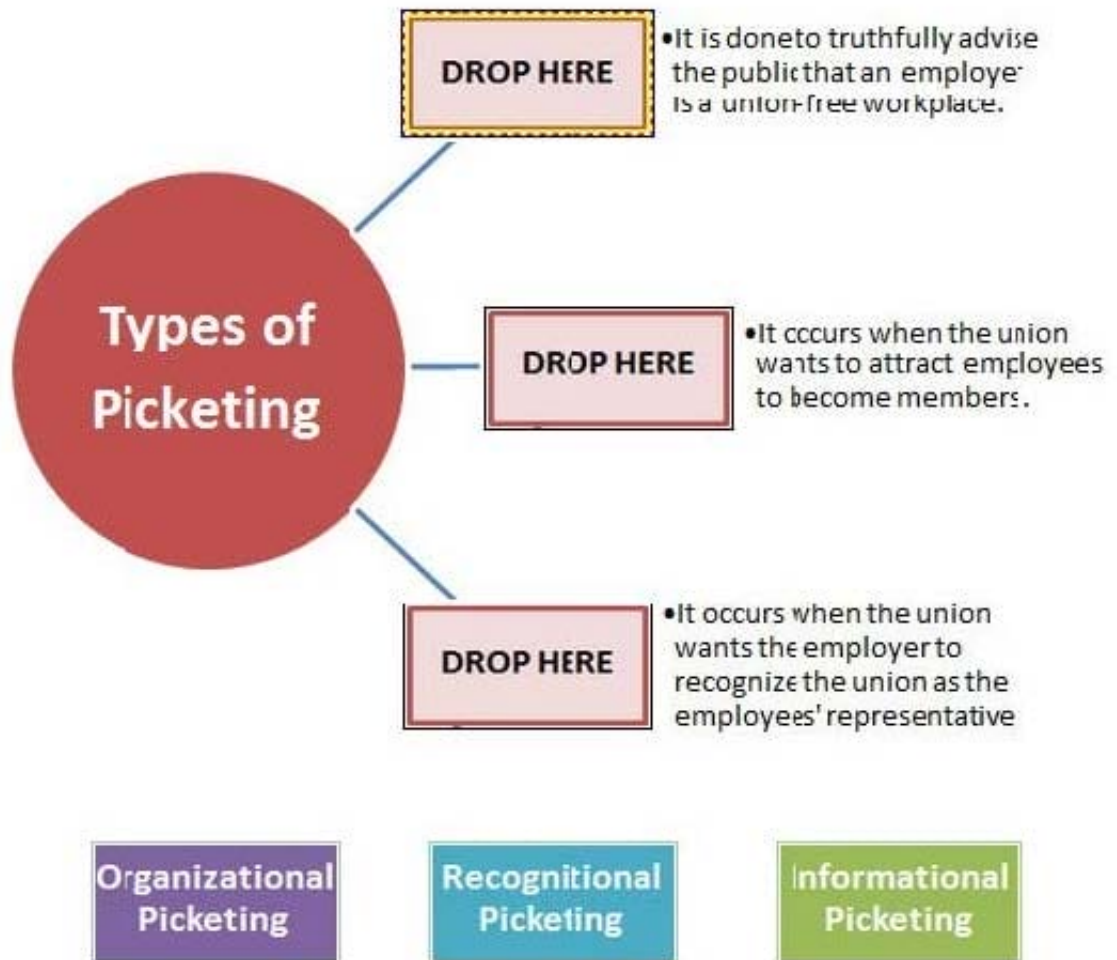
QUESTION 2

Drag and drop the types of picketing beside their corresponding descriptions.

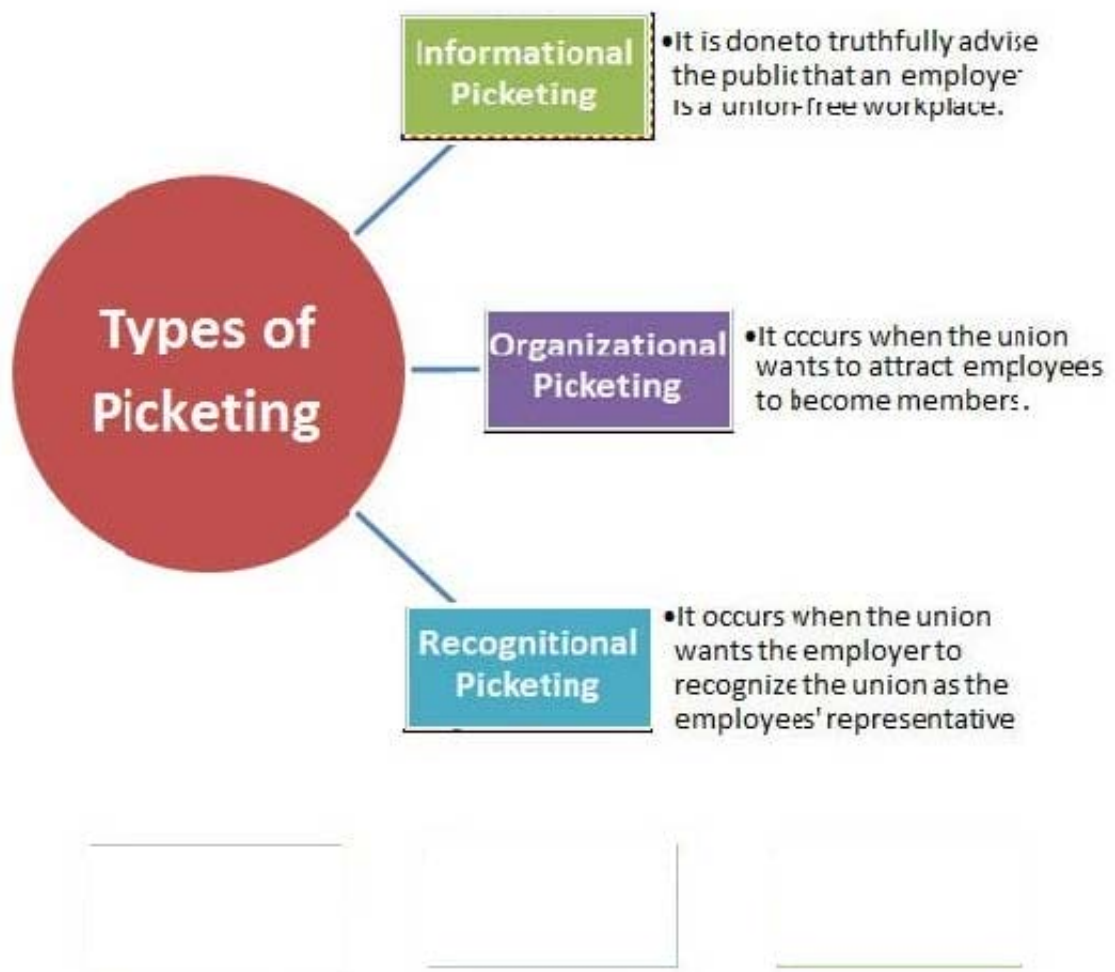
Select and Place:



Select and Place:



Correct Answer:



QUESTION 3

Which of the following is another term for a profit and loss statement?

- A. Income statement
- B. Fiscal year summary
- C. Balance sheet
- D. Statement of cash flow

Correct Answer: A

QUESTION 4

A supervisor has called an employee in for an interview about an inventory shortage. When the supervisor begins asking questions, the employee invokes his Weingarten rights. The supervisor has the option to do which of the



following?

- A. Discontinue the interview, and make the determination based on other evidence and documentation.
- B. Continue the interview while waiting for a co-worker to return from lunch.
- C. Stop the discussion while the employee calls an attorney.
- D. Stop the discussion until the shop steward is available upon return from vacation in 4 days.

Correct Answer: A

QUESTION 5

Richard, who works at the customer service counter in an auto-supply store, told his manager that because of chronic back pain, it is difficult for him stand for long periods and asked for an accommodation. The manager isn't sure, based on the essential job functions, how an accommodation can be provided. You advise the manager to begin the interactive process with the employee. What should the manager do to begin this process?

- A. Ask Richard how his back was injured.
- B. Provide a stool for Richard to use at the counter.
- C. Ask Richard whether he has any suggestions for an accommodation.
- D. Ask Richard to meet with HR to resolve the problem.

Correct Answer: C

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