



SPHR^{Q&As}

The Professional in Human Resources (SPHR)

Pass HRCI SPHR Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.pass4itsure.com/sphr.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by HRCI
Official Exam Center

- ⚙️ **Instant Download** After Purchase
- ⚙️ **100% Money Back** Guarantee
- ⚙️ **365 Days** Free Update
- ⚙️ **800,000+** Satisfied Customers





QUESTION 1

Your manager has approached you regarding her desire to outsource certain functions to an external firm. She would like for you to create a document to send to three vendors asking them for solutions for these functions that your organization is to outsource. What type of a procurement document would you create and send to the vendors in this instance?

- A. Request for Quote
- B. Invitation for Bid
- C. Request for Proposal
- D. Request for Information

Correct Answer: C

QUESTION 2

One purpose of a diversity initiative is to do what?

- A. Increase the organization's ability to attract customers
- B. All of the above
- C. Increase workplace creativity
- D. Increase the effectiveness of the workforce

Correct Answer: D

QUESTION 3

All of the following reasons for termination of an employee are examples of wrongful termination except for which one?

- A. Violation of company policy
- B. Being a member of a protected class
- C. Whistleblower
- D. Filing a worker's compensation claim

Correct Answer: A

QUESTION 4

Employers are required to provide a portable retirement plan to employees based on which of the following?



- A. Employee Retirement Income Security Act.
- B. Retirement benefits are not required by federal law.
- C. Older Worker Benefit Protection Act.
- D. Omnibus Budget Reconciliation Act.

Correct Answer: B

QUESTION 5

Which of the following is paid to employees who are called to work before or after their scheduled hours?

- A. Base pay
- B. Call-back pay
- C. Gross pay
- D. Hazard pay

Correct Answer: B

[SPHR PDF Dumps](#)

[SPHR Practice Test](#)

[SPHR Exam Questions](#)