



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

The Professional in Human Resources (SPHR)

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#### QUESTION 1

Which of the following defines a list of jobs not suitable for children between the ages of 16 and 18?

- A. OSHA
- B. FECA
- C. IRCA
- D. FLSA

Correct Answer: D

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#### QUESTION 2

Which of the following requires an employee to act with reasonable care and skill in the course of performing work for the employer?

- A. Due process
- B. Duty of diligence
- C. Duty of obedience
- D. Duty of loyalty

Correct Answer: B

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#### QUESTION 3

Harry is the Senior HR Professional for his organization and he's working with Bill on the total rewards package he can offer. Bill is confused about monetary rewards and nonmonetary rewards. Which of the following is an example of a nonmonetary reward for compensation?

- A. 401(k) matching
- B. On-site childcare
- C. Paid time off
- D. Cash compensation

Correct Answer: B

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#### QUESTION 4

Which of the following statements about substance-abuse policies is not true?



- A. An effective policy describes what happens to employees who test positive.
- B. An effective policy describes when tests will occur and what drugs will be tested.
- C. Federal law requires all employers to implement substance-abuse policies.
- D. Substance-abuse policies identify who will be tested.

Correct Answer: C

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#### QUESTION 5

You are an HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

- A. Construct-related validity
- B. Predictive validity
- C. Content validity
- D. Criterion-related validity

Correct Answer: A

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