



SPHR^{Q&As}

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QUESTION 1

What term describes a manager who makes himself visible, being present for employees, and getting out of his office to interact with employees?

- A. Active management
- B. Progressive discipline
- C. Open door policy
- D. Management by walking around

Correct Answer: D

QUESTION 2

You have been hired as a consultant for the HJN Company to help them in their strategic planning. They have asked you to help them create goals for the company. You recommend that the meeting participants use the SMART approach to goal setting. What is SMART?

- A. It is a goal setting technique that defines the characteristics of a goal as Specific, Measurable, Action- oriented, Realistic, and Time-based.
- B. It is a goal setting technique that defines the characteristics of a goal as Schedule, Monetary, Action- oriented, Risk, and Time-based.
- C. It is a goal setting technique that defines the characteristics of a goal as Specific, Monitored, Accountable, Realistic, and Time-based.
- D. It is a goal setting technique that defines the characteristics of a goal as Specific, Measurable, Action- oriented, Risk, and Tested.

Correct Answer: A

QUESTION 3

The ability of an employee to use multiple skill sets on the job represents which of the following job- enrichment activities?

- A. Job rotation
- B. Skill variety
- C. Task identity
- D. Task variety

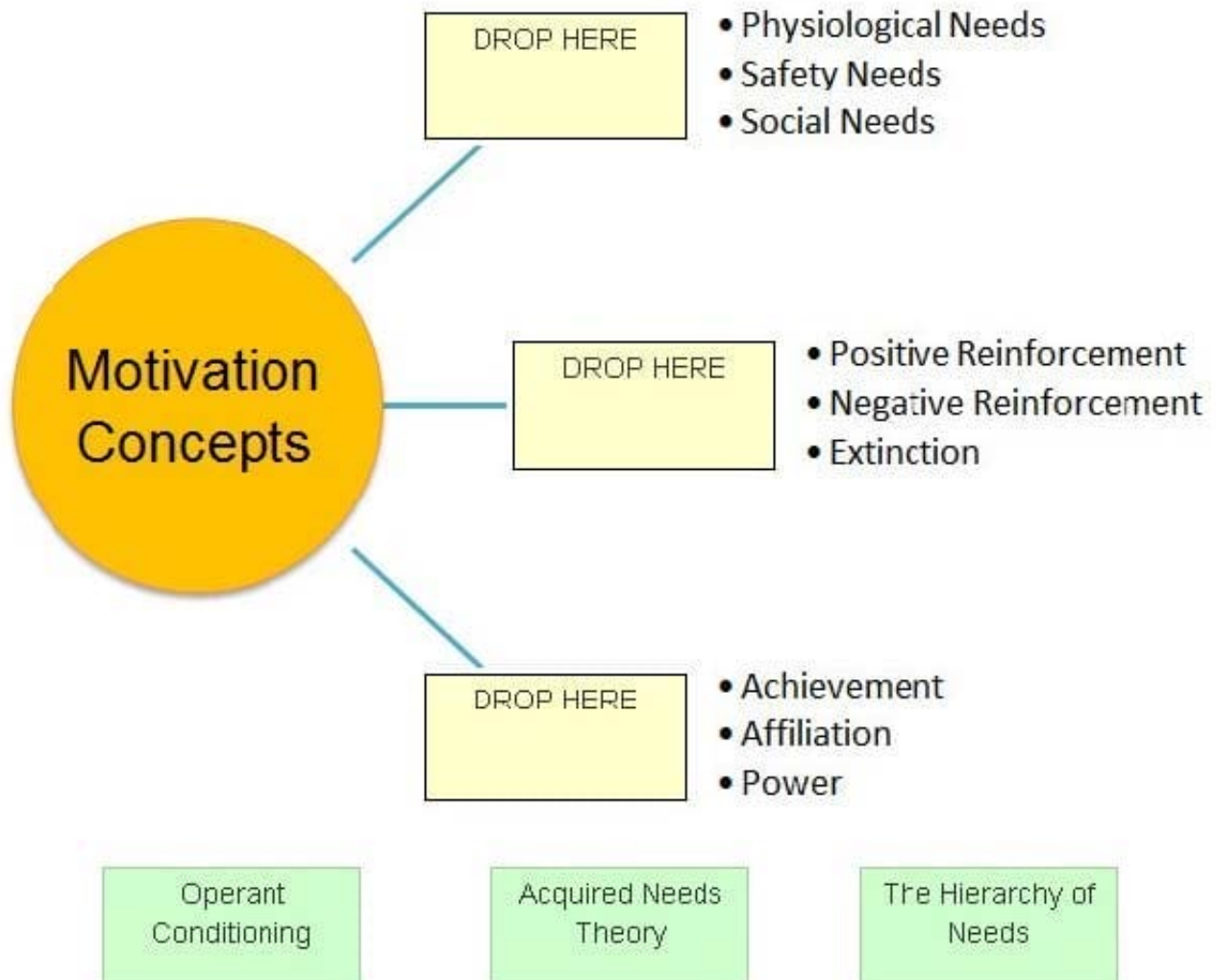
Correct Answer: B



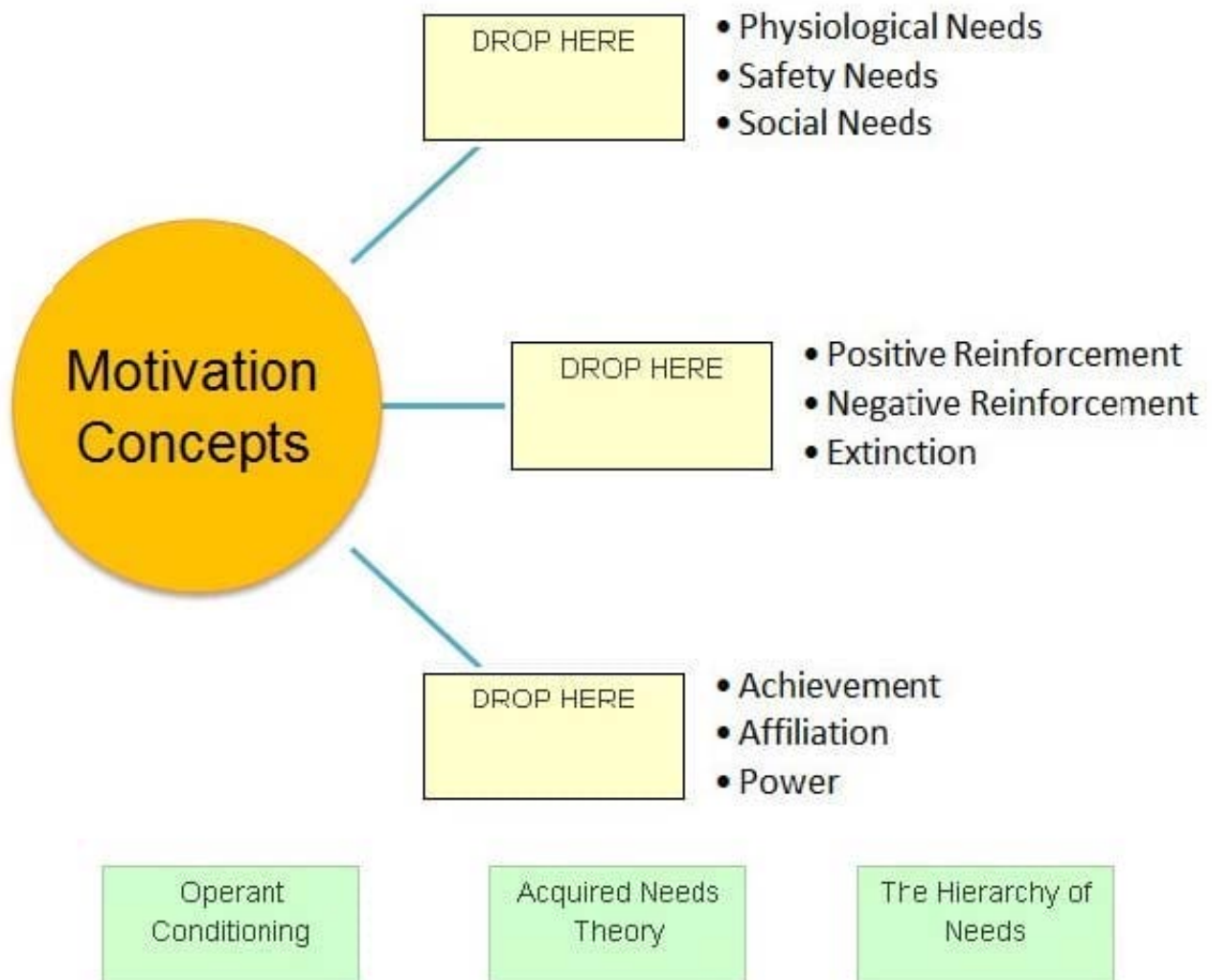
QUESTION 4

Drag and drop the traditional theories of motivation concepts according to the given information.

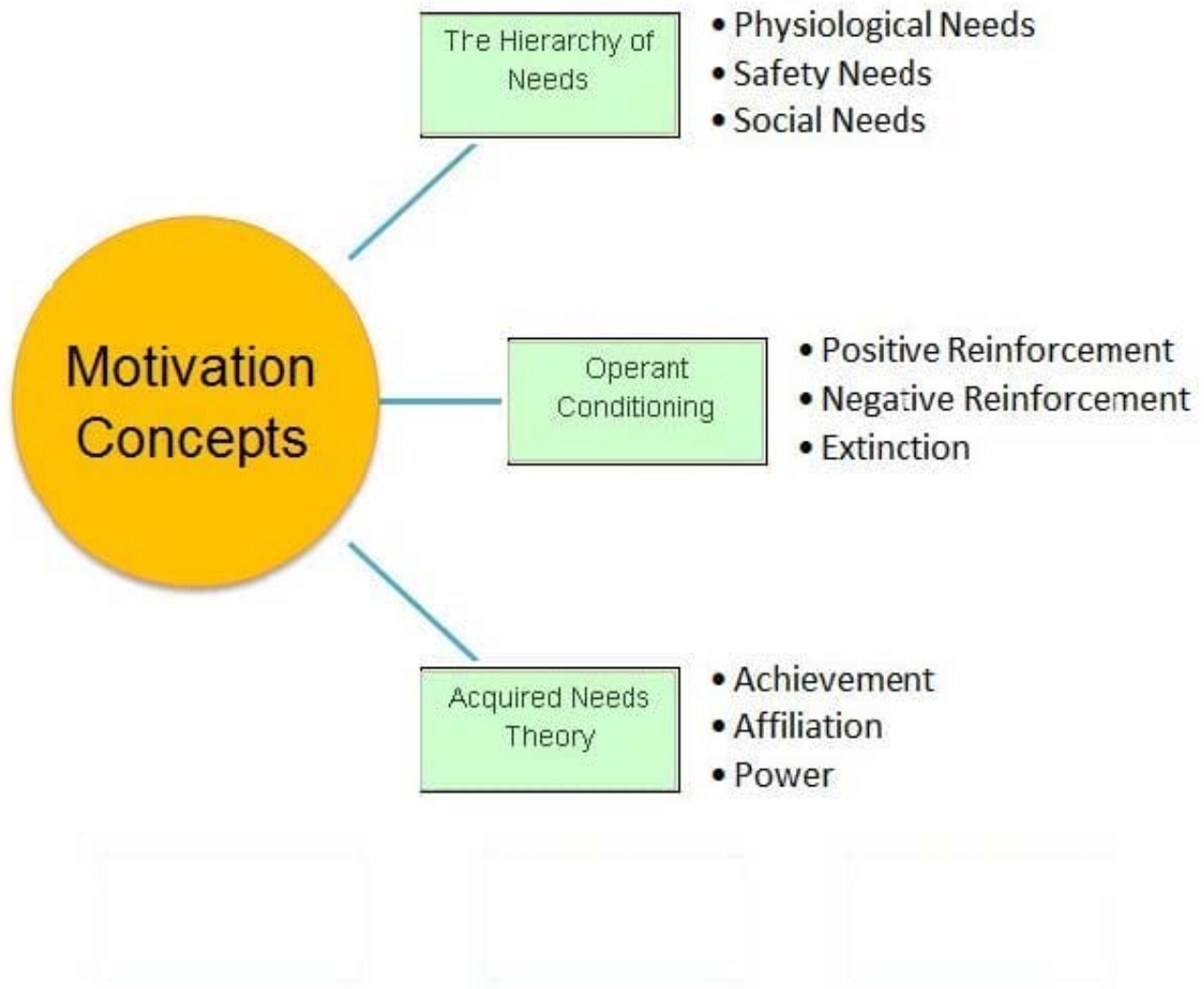
Select and Place:



Select and Place:



Correct Answer:



The traditional theories of motivation are as follows: Chapter: Core Knowledge Requirements for HR Professionals
Objective: Motivation Concepts

QUESTION 5

A reduced FMLA leave schedule means which of the following?

- A. Accurate records of time off are maintained.
- B. The employee is absent from work multiple times for the same illness or injury.
- C. The employee works fewer hours each day or week.
- D. The employee's leave schedule is disruptive to the work schedule.

Correct Answer: C