

SPHR^{Q&As}

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QUESTION 1

As an HR Professional for your company, you have been asked to participate in strategic planning. During the strategic planning conversation, Frank is discussing the Four P's of Marketing. What are the Four P's of Marketing?

- A. Product, Price, Placement, and Promotion
- B. People, Product, Payment, and Promotion
- C. People, Price, Placement, and Promotion
- D. People, Payment, Placement, and Projections

Correct Answer: A

QUESTION 2

Which of the following is the process of systematically determining a relative internal value of a job in an organization?

- A. Recruitment
- B. Ranking method
- C. Job evaluation
- D. Salary range

Correct Answer: C

QUESTION 3

Which of the following is often formed to address ongoing issues in the organization?

- A. Delegating authority
- B. Committees
- C. Task force
- D. Virtual work team

Correct Answer: B

QUESTION 4

You are the HR Professional for your organization and you've identified a risk event. The risk event can be mitigated by purchasing an insurance to protect the organization. The purchase of the insurance policy is what type of risk response?

- A. Avoidance
- B. Transference
- C. Acceptance
- D. Sharing

Correct Answer: B

QUESTION 5

Which of the following is used to determine current market trends and competition for different skills and knowledge and to assist the employer in setting pay levels?

- A. Base pay
- B. Gross pay
- C. Salary survey
- D. Job evaluation

Correct Answer: C

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