

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

The Professional in Human Resources (SPHR)

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**QUESTION 1**

The Omnibus Budget Reconciliation Act of 1993 does not require which of the following?

- A. Group health plans honor qualified medical child-support orders
- B. Tax deductions for executive pay be capped at \$1,000,000 per year
- C. Income tax be withheld from some distributions to rollover accounts
- D. Group health coverage be offered for children placed for adoption before the adoption is final

Correct Answer: C

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**QUESTION 2**

Which of the following types of interview has a list of questions prepared in advance and is used for all candidates?

- A. Panel interview
- B. Structured interview
- C. Stress interview
- D. Patterned interview

Correct Answer: B

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**QUESTION 3**

Which of the following includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation?

- A. Non-monetary compensation
- B. Intrinsic reward
- C. Extrinsic reward
- D. Monetary compensation

Correct Answer: D

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**QUESTION 4**

Characteristics of high-involvement organizations include all of the following except which?

- A. Team learning

- B. Pay-for-performance system that clearly links employee behavior to rewards
- C. Data-sharing from the top down
- D. Decision-making from the bottom up

Correct Answer: A

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#### **QUESTION 5**

Which of the following standards requires employers to provide employees with information about physical and health hazards related to the use of chemicals in the workplace?

- A. Medical Services and First Aid
- B. Hazard Communication Standard
- C. Occupational Noise Exposure
- D. Personal Protective Equipment

Correct Answer: B

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