



Up-to-date Questions and Answers from authentic resources to improve knowledge and pass the exam at very first attempt. ----- Guaranteed.



SPHR Dumps
SPHR Braindumps
SPHR Real Questions
SPHR Practice Test
SPHR Actual Questions



HR

SPHR

Senior Professional in Human Resources (HRCI SPHR)



Question: 662

What type of analysis in an Affirmative Action Plan would create an organizational chart that includes information about incumbents' race, gender, and wages?

- A. Job Group Analysis**
- B. Availability Analysis**
- C. Utilization Analysis**
- D. Workforce Analysis**

Answer: D

fine.

Question: 663

One factor of the Uniform Guidelines on Employee Selection is reliability during interviews. Which of the following statements is the best description of reliability during interviews?

- A. Interviews should adapt job-related questions for each candidate for a particular position based on the candidate's experience.**
- B. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for a particular position.**
- C. Interviews should prepare and consistently use questions that will be asked of all candidates based on the candidate's submitted resume.**
- D. Interviews should prepare and consistently use a list of job-related questions that will be asked of all candidates for all employment positions within the organization.**

Answer: B

answer is straight.

Question: 664

Mike is the HR Professional for his organization and he's documenting the relationship of contractors and employees in the organization. Mike is focusing on the control aspects as provided by the Internal Revenue Service. What aspect of the contractor control aspect is best described as how the business pays the worker?

- A. Financial control**
- B. Behavioral control**
- C. Type of relationship**
- D. Contractual relationship**

Answer: A

References:

Question: 665

You are an HR Professional for your organization. Your organization employs 120 people in the United States. You are required to file the EEO-1 report for your organization by what date?

- A. January 1 of each year**

- B. September 30 of each year**
- C. April 15 of each year**
- D. The anniversary date of your organization reaching 100 employees**

Answer: B

correct answer..

Question: 666

Mark is an HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. Mark will also be considered to be designated the responsibility for this Affirmative Action Plan. What does the designation of responsibility mean?

- A. It means that Mark will be the person that reports on the plan’s implementation to management**
- B. It means that Mark will be the person responsible for actually implementing the plan**
- C. It means that Mark will be the person that reports on the plan’s implementation to the Department of Labor**
- D. It means that Mark will be the manager for all Affirmative Action scenarios and issues within his company**

Answer: B

exact answer.

Question: 667

What act prohibits discrimination on the basis of physical and mental disabilities?

- A. ADEA of 1967**
- B. Rehabilitation Act of 1973**
- C. VEVRAA of 1974**
- D. IRCA of 1986**

Answer: B

real answer.

Question: 668

You are a HR Professional for your organization and your supervisor is asking you about the details of the Civil Rights Act of 1991, and what it means to your company. He wants to know what the total damages could be if an organization is found liable by a jury trial. What is the maximum amount that could be awarded to a victim of discrimination if the organization is found liable?

- A. \$50,000**
- B. \$300,000**
- C. \$500,000**
- D. There is no limited amount as the jury can determine damages**

Answer: B

answer is upgraded.

Question: 669

As a Senior HR Professional, you must be familiar with certain legal terms, laws, and regulations that affect how you and others operate in the workplace. One term is protected class. Which of the following statements best describes a protected class?

- A. A group of people who share a common characteristic and who are protected from discrimination and harassment on the basis of that shared characteristic.**

- B. A group of people who share a common characteristic and who are exempt from discrimination regulations on the basis of that shared characteristic.**
- C. A group of people who do not share a common characteristic and who are not protected from discrimination and harassment on the basis of that shared characteristic.**
- D. A group of people who share a race and who are protected from discrimination and harassment on the basis of that race.**

Answer: A

answer is justified.

Question: 670

As a Senior HR Professional, you should be familiar with the Balanced Scorecard. Which perspective of the Balanced Scorecard describes the criticality of customer focus and customer satisfaction?

- A. Learning and growth**
- B. Business process**
- C. Customer**
- D. Financial**

Answer: C

answer is right.

Question: 671

The Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) requires which of the following?

- A. All contractors must list all job openings with state employment agencies.**
- B. All employers must list all job openings with state employment agencies.**
- C. State employment agencies must give preference to Vietnam veterans for senior-level management position referrals.**
- D. State employment agencies must give preference to Vietnam veterans for positions lasting 3 days or longer.**

Answer: D

Explanation:

Answer option D is correct. VEVRAA applies to government contractors and requires that all job openings be listed with state employment agencies except those that will be filled from within, are for senior-level management positions, or will last less than 3 days. See Chapter 4 for more information.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation



SAMPLE QUESTIONS

*These questions are for demo purpose only. **Full version** is up to date and contains actual questions and answers.*

Killexams.com is an online platform that offers a wide range of services related to certification exam preparation. The platform provides actual questions, exam dumps, and practice tests to help individuals prepare for various certification exams with confidence. Here are some key features and services offered by Killexams.com:

Actual Exam Questions: *Killexams.com provides actual exam questions that are experienced in test centers. These questions are updated regularly to ensure they are up-to-date and relevant to the latest exam syllabus. By studying these actual questions, candidates can familiarize themselves with the content and format of the real exam.*

Exam Dumps: *Killexams.com offers exam dumps in PDF format. These dumps contain a comprehensive collection of questions and answers that cover the exam topics. By using these dumps, candidates can enhance their knowledge and improve their chances of success in the certification exam.*

Practice Tests: *Killexams.com provides practice tests through their desktop VCE exam simulator and online test engine. These practice tests simulate the real exam environment and help candidates assess their readiness for the actual exam. The practice tests cover a wide range of questions and enable candidates to identify their strengths and weaknesses.*

Guaranteed Success: *Killexams.com offers a success guarantee with their exam dumps. They claim that by using their materials, candidates will pass their exams on the first attempt or they will refund the purchase price. This guarantee provides assurance and confidence to individuals preparing for certification exams.*

Updated Content: *Killexams.com regularly updates its question bank and exam dumps to ensure that they are current and reflect the latest changes in the exam syllabus. This helps candidates stay up-to-date with the exam content and increases their chances of success.*

Technical Support: *Killexams.com provides free 24x7 technical support to assist candidates with any queries or issues they may encounter while using their services. Their certified experts are available to provide guidance and help candidates throughout their exam preparation journey.*

For More exams visit <https://killexams.com/vendors-exam-list>
Kill your exam at First Attempt....Guaranteed!