

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

The Professional in Human Resources (SPHR)

## Pass HRCI SPHR Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.pass2lead.com/sphr.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by HRCI  
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers



**QUESTION 1**

As an SPHR you know that it's important for the management to show recognition for employees that have gone above and beyond what's expected of them. For rewards and recognition to be useful, the employees must be interested in the recognition. What other factor must be true?

- A. The recognition must be genuine.
- B. The recognition must be swift.
- C. The recognition must be monetary.
- D. The recognition must be public.

Correct Answer: A

---

**QUESTION 2**

What law requires organizations to pay their non-exempt employees one and one half times the regularly hour wage for work that exceeds 40 hours in one week?

- A. Davis Bacon Act
- B. Service Contract Act
- C. Walsh Healy Public Contracts Act
- D. Fair Labor Standards Act

Correct Answer: D

---

**QUESTION 3**

Which of the following encourages individual employee self esteem, such as satisfaction from challenging and exciting assignments?

- A. Total reward
- B. Intrinsic reward
- C. Monetary compensation
- D. Entitlement philosophy

Correct Answer: B

---

**QUESTION 4**

Which performance appraisal method would be used most effectively in a large, geographically dispersed organization

with many similar jobs?

- A. Field review
- B. Critical incident
- C. Forced ranking
- D. Behaviorally anchored rating system

Correct Answer: D

---

**QUESTION 5**

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

[Latest SPHR Dumps](#)

[SPHR Exam Questions](#)

[SPHR Braindumps](#)