



HRCI

Exam Questions PHRi

Professional in Human Resources - International

NEW QUESTION 1

Your organization will be using the factor comparison technique in their evaluations of job performance. You need to communicate what the factor comparison technique accomplishes as you're the HR Professional for your organization. Which of the following best describes the factor comparison technique?

- A. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job.
- B. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job
- C. A monetary value is assigned for each factor to determine its worth
- D. Based on performance, historical information, and value this approach determines the importance and value of each job.
- E. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job
- F. A monetary value is assigned for each factor to determine its worth
- G. Based on performance, historical information, and value this approach determines a bonus structure for each job.
- H. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job
- I. A monetary value is assigned for each factor to determine its worth
- J. Based on performance, historical information, and value this approach determines a pay rate for each job.

Answer: D

NEW QUESTION 2

Your organization has a no-solicitation rule in effect for all employees. How does this rule affect the internal organization of unions?

- A. Unions can only solicit for members with the managements approval, when there's a no- solicitation rule in effect.
- B. Unions cannot solicit for membership when there's a no-solicitation rule in an organization.
- C. Unions can solicit for membership with the permission of more than 30 percent of the organization.
- D. Unions are exempted from no-solicitation rules.

Answer: B

NEW QUESTION 3

In the European Union, many multinational companies have Work Councils that are created to protect workers interests. A company with 50 employees working across the EU has decided to create a Work Councils Recently, a court has fined the corporation for laying off 10% of the employee population in one of its E.U sites without discussing it with its Work Councils. Which of the following reasons represents the PRIMARY rationale for why this occurred?

- A. The company did not follow the collective bargaining agreement
- B. The company did not follow the voluntarily-provided program
- C. The company did not follow the government-provided program
- D. The company did not follow the government-mandated program

Answer: A

NEW QUESTION 4

Martha is the HR Professional for her organization and she's working with her team to complete non-quantitative job evaluations. Martha wants to stress the available types of non-quantitative job evaluation techniques that are appropriate for her team to be communicated to managers. Which one of the following is not a non-quantitative job evaluation technique that Martha should share?

- A. Whole job ranking
- B. Job slotting
- C. Factor comparison
- D. Job classification

Answer: C

NEW QUESTION 5

As an HR Professional you must be familiar with the project management processes and the stakeholders of projects. All projects can map to the project management lifecycle. Which one of the following best describes the project management lifecycle?

- A. It is the aggregation of the nine knowledge areas of project management: integration management, scope, schedule, costs, quality, human resources, communication, risk, and procurement.
- B. It is the life of the management of the project -from initiation, planning, execution,controlling, through closing.
- C. It is the life of a project to interact with all areas including scope, schedule, costs, quality, human resources, communication, risk, and procurement.
- D. It is a unique life of each project -from its initiation through its closing.

Answer: B

NEW QUESTION 6

COBRA, the Consolidated Omnibus Budget Reconciliation Act, requires some organizations to offer continuation of group health care coverage to employees and family members based on certain qualifying events. How many employees must exist within an organization for COBRA requirements to be enforced?

- A. 20
- B. 100
- C. 50
- D. 10

Answer: A

NEW QUESTION 7

The Federal Labor Standards Act is something that all HR Professionals should be familiar with. This act clearly defines four areas that affect all employees. Which one of the following is not one of the four areas of employment covered by this act?

- A. Commissions, royalties, and tips
- B. Overtime
- C. Record keeping
- D. Minimum wage

Answer: A

NEW QUESTION 8

Frank is an employee at the HBF Corporation, and he has recently been terminated because of poor company income. Frank visits the company's blog and saw a comment from his manager, which says, "We had to let Frank go today because he kept screwing up sales order. He's incompetent!" This is an example of which one of the following?

- A. Termination evidence
- B. Slander
- C. Libel
- D. Freedom of speech

Answer: C

NEW QUESTION 9

Fred is a union employee who has been summoned by the management to an investigatory hearing regarding his conduct. Fred would like to have a union representative with him at the meeting. What is the name of the right that allows Fred to have a union representative with him at the meeting?

- A. Management Rights
- B. Bumping Right
- C. Right of Way
- D. Weingarten Right

Answer: D

NEW QUESTION 10

A U.S. based Engineering Manager was sent to England for a short-term six-month assignment to recruit and build a team. He is done with the assignment and has returned home. When going out with family and friends, he describes the entire opportunity as being exciting and challenging. He wishes he could have stayed in Europe longer. Which of the following repatriation programs is the MOST appropriate to ensure a successful repatriation?

- A. Re-entry training program
- B. Compensation and benefits adjustment
- C. Policies on repatriation
- D. Recognition and appreciation

Answer: D

NEW QUESTION 10

As an HR Professional you must address risk in the work place. There are two general categories of risk: pure risk and business risk. Which one of the following is an example of pure risk?

- A. Loss of investment
- B. Loss of life or limb
- C. Safety training for workers in construction
- D. Fines and penalties for breaking regulations

Answer: B

NEW QUESTION 15

As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

- A. \$100,000
- B. \$10,000
- C. \$50,000
- D. \$70,000

Answer: D

NEW QUESTION 16

John earns \$45,200 per year as a mechanic in your organization. The \$42,500 per year does not include earnings John may have through shift differentials, benefits, overtime, incentives, and bonuses. Which one of the following terms best describes the \$45,200 per year that John earns?

- A. Base pay
- B. Market-demand pay
- C. Hygiene factor pay
- D. Variable pay

Answer: A

NEW QUESTION 20

According to the European Union and the International Labor Organization (ILO), which of the following legal instruments is non-binding?

- A. Conventions
- B. Decisions
- C. Regulations
- D. Directives
- E. Opinions

Answer: E

NEW QUESTION 25

You are completing a Form I-9 with a newly hired employee. Which one of the following documents is not allowed as a proof of identity and employment eligibility for the newly hired employee?

- A. Driver's license
- B. Expired US passport
- C. Certificate of naturalization
- D. Unexpired reentry permit

Answer: A

NEW QUESTION 30

Jane is preparing for an interview process for an open position within her company. Jane has prepared several questions for the interview. Inher questions, Jane is careful not to ask all of the following questions, except for which one?

- A. Our hours are from 8 AM to 5 P
- B. Can you meet this requirement of the position?
- C. Where are you from?
- D. How many children do you have?
- E. What's your date of birth?

Answer: A

NEW QUESTION 32

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which one of the following is not one of the four dimensions of organizational culture?

- A. Heroes
- B. Joy
- C. Values
- D. Rites and Rituals

Answer: B

NEW QUESTION 36

Which of the following takes into account the effects of inflation when analyzing data from a pulished survey?

- A. Aging
- B. Measuring central tendency
- C. Utilizing frequency distributions
- D. Leveling

Answer: A

NEW QUESTION 38

If an employee wants to participate in a union, they'll often have union dues to pay. The employer is obligated to deduct the payment from the employee's paycheck and give it to the union only if which condition is met?

- A. The person requesting for the union dues deduction must make the request in writing.
- B. The union representative must contact the employer and verify the request on behalf of the employee.
- C. The person requesting for the union dues deduction must be employed for more than 90 days.
- D. The person requesting for the union dues deduction must be employed for more than 120 days.

Answer: A

NEW QUESTION 39

A corporation is considering building a greenfield operation for a R&D site in Bangalore, India According to the strategic plan, technical managers from headquarters will manage these employees and incorporate them in their current engineering product deployments. Which of the following is NOT an advantage of pursuing heterogeneous global teams?

- A. Local responsiveness to customers
- B. Transfer of knowledge between the two or more sites
- C. Easier to agree on a specific decision
- D. More innovative ideas developed

Answer: C

NEW QUESTION 44

The JHG Company has used discriminatory hiring practices in the past but they adjusted their practices and are following federal laws now to ensure that fair hiring practices are met. However, the JHG Company has an employee referral program as a primary source to recruit new employees. What danger may the JHG Company be exposed to in this scenario?

- A. Perpetuating past unintentional practices
- B. Perpetuating past discrimination practices
- C. Succumbing to an adverse impact
- D. Not finding qualified racially diverse candidates

Answer: B

NEW QUESTION 47

Sally is an HR employee for her company. She is primarily interested in serving only in an organizational role where she focuses on creating HR policies and procedures. What is the limitation Sally may subject herself to, if she focuses only on the organizational role?

- A. She'll only be involved in the organization's strategic planning efforts.
- B. She won't be involved in the organization's strategic planning or change efforts.
- C. Her organizational impact will be limited to identifying problems, creating policy initiatives, and launching HR programs.
- D. Her organizational impact will be limited to promoting employee performance.

Answer: B

NEW QUESTION 52

Lucas has asked his manager to take time off from work because of a holiday his religion celebrates. Fran agrees but tells Lucas that he will be inspecting his project work to ensure that the work is accurate and not suffering because of the requested time off. This is an example of what?

- A. Perpetuating past discrimination
- B. Religious persecution in the workforce
- C. Quality control
- D. Disparate treatment

Answer: D

NEW QUESTION 53

As a HR Professional you must understand the laws and regulations, which affect employee compensation. If a non-exempt employee works more than 40 hours per week, what is their overtime pay rate?

- A. 150 percent of their base pay
- B. It depends on the state where the employee is employed
- C. Non-exempt employees do not receive overtime pay
- D. 50 percent of their base pay

Answer: A

NEW QUESTION 55

John's organization has collected several applications for an employment position within his organization. The data collected from these applications must be kept secure and private, especially in light of the Privacy Act of what year?

- A. 1964
- B. 1968
- C. 1974
- D. 2007

Answer: C

NEW QUESTION 58

The following non-immigrant visa allows managers, who work for a foreign employer, to work in the United States for a parent, subsidiary, or affiliate company if the individual worked as a manager during one of the last three years:

- A. B-1 business visitor visa
- B. L-1 intracompany transfer visa
- C. H-1B specialty occupation visa
- D. TN visa

Answer: B

NEW QUESTION 62

The HR Manager is creating an interactive training program on recruiting for a group of 20 R&D managers as well as one for a group of 20 production line leads. Which of the following is NOT a factor to consider bearing in mind these target audiences ?

- A. R&D managers have probably had similar training in the past
- B. Production line leads are probably kinesthetic learners

- C. For the production line lead group, the best media to present this information is a video
- D. The facilitator for the group of R&D managers should be a subject matter expert that can express content as "A" causes "B" incidents

Answer: C

NEW QUESTION 64

Your organization offers an employees' retirement benefit program that is covered by the Employee Retirement Income Security Act of 1974. The administrative responsibility for enforcement of the Employee Retirement Income Security Act of 1974 is divided among three government agencies. Which one of the following is not a government agency that helps to enforce ERISA?

- A. FDIC
- B. Department of Labor
- C. IRS
- D. Pension Benefit Guaranty Corporation

Answer: A

NEW QUESTION 68

You are responsible for hiring an engineering architect in Bangalore, India through a short-term international assignment. Which of the following techniques is the LEAST relevant selection criterion tool for this position?

- A. Standardized measures of psychological traits
- B. Evaluation of work samples
- C. Self-assessment
- D. One-on-one interviewing

Answer: C

NEW QUESTION 70

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

- A. Walsh-Healey Public Contracts Act
- B. Portal-to-Portal Act
- C. Davis-Bacon Act
- D. Fair Labor Standards Act

Answer: A

NEW QUESTION 74

During the organization of a union, it's possible that the union will gain recognition from the management. The management is then obliged to give the NLRB a list of employees who are eligible to vote in the unionization election. What is the name of the list of such employees called?

- A. Constituent List
- B. Union prospectus List
- C. Excelsior List
- D. Candidate List

Answer: C

NEW QUESTION 77

When assessing the gaps between actual and desired organizational performance, which of following measures would NOT considered?

- A. Benchmarked results
- B. Training and development
- C. Individual assessment
- D. Task assessment

Answer: B

NEW QUESTION 80

You are preparing an on-assignment checklist for an individual going on an international assignment. Which of the following items is the LEAST important to pursue?

- A. Creating avenues for communication
- B. Identify school for children
- C. Cross-cultural training
- D. Moving/relocation services

Answer: B

NEW QUESTION 83

You are the HR Professional for your organization. You are discussing the status of your company's employees to determine who may be considered nonexempt versus exempt. Which one of the following types of employees can never be considered exempted from overtime provisions?

- A. Administrative assistants
- B. Sales people
- C. Manual workers
- D. Managers

Answer: C

NEW QUESTION 86

Your organization will be using the point factor technique in their evaluations of job performance. You need to communicate what the point factor technique accomplishes as you're the HR Professional for your organization. Which one of the following best describes the point factor technique?

- A. Specific compensable factors are identified and then performance levels within the factors are documented.
- B. Specific compensable factors are identified and then performance levels within the factors are weighted on importance to the employee.
- C. Performance factors are identified by the employee and then performance levels within the factors are weighted based on importance to the organization.
- D. Specific compensable factors are identified and then performance levels within the factors are documented.
- E. The different factors and levels are weighted based on importance to the organization.

Answer: D

NEW QUESTION 90

Which of the following is the process of constantly working with employees to enhance their ability to perform their jobs productively?

- A. Performance appraisal
- B. Employee self-assessment
- C. Performance management
- D. Supervisory training

Answer: C

NEW QUESTION 94

Your organization has created an affirmative action plan which includes an internal audit and reporting system. According to the Department of Labor there are four actions which should be included in the internal audit and reporting system to be effective. Which of the following is not one of the Department of Labor recommended actions for the internal audit and reporting system?

- A. Require internal reporting on a schedule basis as to the degree to which equal employment opportunity and organizational objectives are attained.
- B. Monitor records of all personnel activity at all levels to ensure that nondiscriminatory policy is enforced.
- C. Post the findings of the internal audit and reporting system for all employees to review.
- D. Review report resources with all levels of management.

Answer: C

NEW QUESTION 95

Human resource management is conducted to achieve goals.

- A. Organizational
- B. Personnel
- C. Supervisory
- D. Management

Answer: A

NEW QUESTION 99

Which of the following is NOT a variable that differs between replacement planning and succession planning?

- A. Identified skill requirements
- B. Tools utilized
- C. Information flow
- D. Outlook into future (in terms of time)

Answer: B

NEW QUESTION 103

As an HR Professional you must be familiar with several acts of congress, laws, and regulations that address risks in the workplace. Which of the following laws was the first to establish consistent safety standards for workers?

- A. Mine Safety and Health Act
- B. USA Patriot Act
- C. Occupational Safety and Health Act
- D. Homeland Security Act

Answer: C

NEW QUESTION 105

You have decided to measure the organization's recruiting effectiveness in the long term by calculating of turnover. Which of the following reasons represents the PRIMARY purpose of this measurement?

- A. Improve quality of employee
- B. Motivating employees effectively
- C. Risk management
- D. Assessing cost effectiveness of programs

Answer: B

NEW QUESTION 110

Robert is the HR Professional for a construction company. He's working with several site managers to communicate the requirements of OSHA reporting. Robert wants to convey the requirements of OSHA's reporting for work-related injuries. Which one of the following is the OSHA definition of a work-related injury?

- A. Any loss of life or limb resulting from an event in the work environment.
- B. Any wound or damage to the body resulting from an event in the work environment.
- C. Any physical damage to one's body resulting from an event in the work environment.
- D. Any pain, suffering, or damage to a person as a result of working in an employee position.

Answer: B

NEW QUESTION 112

As an HR Professional you must be familiar with particular labor-based acts of congress. One such act is the Taft-Hartley Act which addressed right-to-work states and unions. What does right-to-work states mean for unions and employees?

- A. An organization can fire employees if they're members of a union.
- B. Union conducts the hiring process for an organization.
- C. Employees are not required to join a union to work.
- D. Employees must join the union in order to work.

Answer: C

NEW QUESTION 116

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?

- A. Frederick Herzberg
- B. Allen
- C. Kennedy
- D. Edgard Schein
- E. Edwards Deming

Answer: C

NEW QUESTION 121

Which of the following is NOT a potential reason for a company's decision to fill a position through an international assignment?

- A. Assist in creating alignment with headquarters' goals and objectives
- B. Assist in developing a consistent culture across the corporation
- C. Specific person is the most qualified candidate for the job
- D. Lack of core skill sets for the position available in the area

Answer: C

NEW QUESTION 125

Let's assume that a company's promotion/ compensation philosophy focuses on the employees' long term goals. The company believes all employee should be given the opportunity to pursue their long-term professional goals, as long as they are willing to put in the time and effort. In fact, the company extends this general philosophy of the importance of the individual to a "no-layoff" policy, even in difficult business times. Which of the following best describes this type of culture?

- A. Clan culture
- B. Bureaucratic culture
- C. Entitlement-oriented
- D. Contribution-oriented

Answer: C

NEW QUESTION 127

Jennifer is the HR Professional for her organization. Her supervisor, Dan, has asked Jennifer to find the Compa-ratio for Sam. Sam earns \$40,000 as a mechanic, but the midpoint for a mechanic is actually \$50,000. What is the Compa-ratio for Sam?

- A. -\$10,000
- B. 80 percent
- C. 125 percent
- D. \$10,000

Answer: B

NEW QUESTION 131

If a union wants to organize, it typically moves through five steps to the organizing process. Which one of the following is not one of the five stages of unionization of work force?

- A. The financing
- B. The campaign
- C. Obtaining recognition
- D. The election

Answer: A

NEW QUESTION 132

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

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

Answer: D

NEW QUESTION 134

Which of the following stages of globalization is an organization likely in if it is pursuing a polycentric staffing approach?

- A. Domestic
- B. Global
- C. Multinational
- D. Transnational

Answer: C

NEW QUESTION 139

Pauline is a HR Professional for her organization and she's meeting with the sales manager Jim. Jim wants to know if Randy, one of his sales people, is considered exempt or not because he's doing outside sales. Pauline tells Jim that there are just two qualifiers for Randy to be considered exempt in his role as an outside salesperson. The first is that Randy's primary duty must be making sales. What is the other consideration?

- A. Randy must earn all income from commission.
- B. Randy must not have a contract to complete sales.
- C. Randy must be customarily engaged away from the employer's place of business.
- D. Randy must earn more than \$48,234 per year.

Answer: C

NEW QUESTION 141

Your organization employees 475 people and you are the HR Professional for the organization. You're teaching your staff about the EEOC laws and the rights your employees have under these laws. In your state what term is assigned by the EEOC to the local offices that enforce the EEOC laws and any local or state anti-discrimination laws?

- A. Labor offices
- B. Workers Rights Agencies
- C. Fair Employment Practices Agencies
- D. EEOC offices

Answer: C

NEW QUESTION 142

An organization would like to bid on a project, but they don't have enough employees available to complete the work. The organization approaches a competitor with the opportunity to partner on the project to win the work. What type of risk response is used in this instance?

- A. Sharing
- B. Mitigation
- C. Enhancing
- D. Transference

Answer: A

NEW QUESTION 144

Which of the following is NOT a potential outcome of a poor decision making process by the individual in resolving to pursue an international assignment?

- A. Home country manager addresses problems quickly and thoroughly while the individual is on assignment
- B. Dissatisfaction by assignee's family
- C. Individual evaluates aspects of the international assignment incorrectly due to the lack of knowledge in doing so
- D. Unrealistic expectations about assignment

Answer: A

NEW QUESTION 147

A Product Manager travels 2 weeks every month to the Asia office on business. The other 2 weeks of the month, she works at the U.S. based headquarters. She gets compensated in U.S. dollars. While in Asia, she works with the respective Engineering team to define specifications that will meet customer expectations. Which of the following describes her work situation?

- A. Localized transfers
- B. Extended business travel
- C. Third country national
- D. Short-term assignments

Answer: B

NEW QUESTION 152

Which of the following is NOT a factor when developing a compensation and benefits plan for expatriates?

- A. Internal company wide pay scale
- B. Compensation and benefits of expatriates in other countries
- C. Compensation and benefits of local nationals
- D. Compensation and benefits of peers back home

Answer: A

NEW QUESTION 153

As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What legal case found that a test that has an adverse impact on a protected class is still lawful as long as the test can be shown to be valid and job related?

- A. Washington versus Davis, 1976
- B. Griggs versus Duke Power, 1971
- C. McDonnell Douglas Cor versus Green, 1973
- D. versus Green, 1973
- E. Albemarle Paper versus Moody, 1975

Answer: A

NEW QUESTION 157

Which of the following describes the global compensation and benefits strategy that would BEST align with an organization that has decided to pursue a polycentric staffing approach?

- A. Utilization of headquarters policies with little adaptation to local considerations
- B. Consistent local and global policies
- C. Consistent policies within a region, but may not thoroughly consistent across regions
- D. Consistent local policies, but may not be consistent across the organization globally

Answer: D

NEW QUESTION 158

Which of the following is a difference between the recruitment and selection of an individual for a position in the home country vs. For an international assignment?

- A. Cost-benefit analysis
- B. Interviewing of family
- C. Review of previous work samples, experience, etc.
- D. Reference checking

Answer: B

NEW QUESTION 160

The success of an internal business process is evaluated by the extent to which that process meets the objectives of its function. Which of the following best describes this measurement of success?

- A. Management by objective
- B. Effectiveness
- C. Balanced scorecard
- D. Efficiency

Answer: B

NEW QUESTION 164

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address a minimum wage for employees?

- A. Portal-to-Portal Act
- B. Walsh-Healey Public Contracts Act
- C. Davis-Bacon Act
- D. Fair Labor Standards Act

Answer: C

NEW QUESTION 167

Which of the following stages of the International Assignment Process model is the most critical in determining the success of an international assignment?

- A. Pre-departure preparation
- B. Assessment and selection
- C. On assignment
- D. Completing the assignment

Answer: B

NEW QUESTION 170

What is the time limit for filing a charge of discrimination with the EEOC?

- A. 90 days
- B. 60 days
- C. 180 days
- D. 30 days

Answer: C

NEW QUESTION 172

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. There are three primary types of bargaining that management and unions participate in. Which one of the following bargaining types aims to generate a variety of options before settling on one?

- A. Distributive bargaining
- B. Good faith bargaining
- C. Integrative bargaining
- D. Interest-based bargaining

Answer: D

NEW QUESTION 177

As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily visible to employees. What OSHA poster lists each of the employee's rights?

- A. OSHA 3165 poster
- B. OSHA 5613 poster
- C. OSHA 5131 poster
- D. OSHA 3615 poster

Answer: A

NEW QUESTION 179

Mark is a HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. As Mark creates this document, which one of the following is not required to be in the Affirmative Action Plan?

- A. Placement Goals
- B. Job Group Analysis
- C. Compliance Reviews
- D. Designation of Responsibility

Answer: C

NEW QUESTION 182

The Pregnancy Discrimination Act of 1978 prohibits employers from discriminating against employees on the basis of pregnancy, child birth, or other related medical conditions. This law affects organizations having what minimum number of employees?

- A. All organizations with employees must abide by this law
- B. Organizations with 100 or more employees
- C. Organizations with 15 or more employees
- D. This law only addresses federal government employees

Answer: C

NEW QUESTION 183

Virginia is the HR Professional for her organization and she is reviewing the details of the Age Discrimination in Employment Act (ADEA) of 1967. She tells John, one of her staff members, that the ADEA prohibits discrimination on the basis of age for employees and job applicants who are above a certain age. What age does the ADEA apply to employees and job applicants?

- A. 40 and above
- B. 50 and above
- C. 30 and above
- D. All people regardless of their age

Answer: A

NEW QUESTION 187

A company is a four-year old start-up running on venture capital investment. Its initial assumption of a \$2 billion market for its product has shrunk to a \$50 million market. Which of the following strategies is NOT a strategy that would be deliberated during the strategy development phase of the strategic planning process?

- A. Plan to expand the capability of the R&D team to add value added skill and knowledge to the company
- B. Decide to move into a new market place
- C. Evaluate potential merger and acquisition candidates to expand product mix and create a healthier income stream
- D. Reduce the number of different versions of the product into three main product lines

Answer: A

NEW QUESTION 189

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. OSHA form 301 is used to document the incident that caused the work-related injury or illness. How long is an organization required to keep the form on record?

- A. One year from the date of the incident
- B. Five years following the year of the incident
- C. Three years following the year of the incident
- D. 90 days following the year of the incident

Answer: B

NEW QUESTION 192

Your organization is looking for methods to improve communication between the management and the employees within the company. Which one of the following methods is best described as a small but representative sampling of employees - led in a conversation by a neutral moderator about an identified topic?

- A. Focus group
- B. Workshop
- C. Pilot group
- D. Brainstorming session

Answer: A

NEW QUESTION 197

According to Black and Mendenhall, which of the following factors is NOT a function of the individual that determines the degree of adjustment required in order to adapt to a new environment?

- A. Relationship skills
- B. Self-efficacy
- C. Perception skills
- D. Family-spouse adjustment

Answer: D

NEW QUESTION 198

What of the following statements defines total rewards?

- A. It is the total amount of pay a person earns per year.
- B. It is the compensation and the benefits a person earns.
- C. It is the amount of pay a person earns per hour.
- D. It is the compensation a person earns for their time.

Answer: B

NEW QUESTION 199

Yolanda is an HR Professional for her organization that has 250 employees. Yolanda is working with Thomas, a manager in the company. Thomas reports that Carrie, one of his staff members, will be leaving the organization for a leave absence due to a pregnancy issue. Thomas wants to know if he can terminate Carrie's employment because she won't be able to complete her work due to the pregnancy issue. What's the best answer for this scenario?

- A. Yolanda should tell Thomas that Carrie must return to work within 28 days or the organization can assume that Carrie has resigned.
- B. Yolanda should tell Thomas that Carrie's employment can be terminated as pregnancy issues are not allowable time away from the organization.
- C. Yolanda should tell Thomas that Carrie's employment can be terminated as the organization does not meet the Pregnancy Discrimination Act with 500 minimum employees.
- D. Yolanda should tell Thomas that Carrie must be treated the same way as any other temporarily disabled employee.

Answer: D

NEW QUESTION 204

Consider your role as a HR Professional in your organization. In your duties you're to keep abreast of market trends, practices in HR, employee attitudes, and your business needs. What component of the HR Impact Model is addressed in this situation?

- A. Programs and processes
- B. Policies and procedures
- C. Catalyst
- D. Consultation

Answer: C

NEW QUESTION 206

Which of the following does NOT represent a strategic financial goal for a global company?

- A. Effectively manage currency exchange fluctuations
- B. Decrease cost of goods
- C. New market penetration
- D. Increase revenue

Answer: C

NEW QUESTION 210

As an HR Professional you must be familiar with several laws and pieces of legislation that affects your practices. What act makes it illegal to discriminate against older workers with respect to benefits or to target older workers for layoffs?

- A. OWBPA
- B. OASDI
- C. HIPAA
- D. MHPA

Answer: A

NEW QUESTION 214

Which one of the following is the best example of a disparate treatment of discrimination?

- A. All project team members are asked to take turns keeping meeting minutes in a rotation.
- B. The meeting minutes will be kept by both men and women in a rotation.
- C. The meeting minutes will be kept by female members of the project team because they have neater handwriting.
- D. All junior project team members are required to take turns keeping meeting minutes in a rotation.

Answer: C

NEW QUESTION 216

Which of the following types of training evaluation measures whether the training had a positive impact on the bottom line?

- A. Result
- B. Reaction
- C. Learning
- D. Behavior

Answer: A

NEW QUESTION 221

Heather's organization works with a labor union work force. Heather has heard rumors that the union has been trying to create a hot cargo agreement with a supplier. What is a hot cargo agreement?

- A. It's an agreement that an employer will stop doing business with a non-union business.
- B. It's a threat that the union will slow down processing orders for non-union shops.
- C. It's an agreement to rush orders for union-based businesses.
- D. It forces suppliers to join the union.

Answer: A

NEW QUESTION 226

As an HR Professional you need to be familiar with the Age Discrimination in Employment Act 1967. What is the maximum age this act applies to people?

- A. There is no age limit in the act
- B. 65
- C. 70
- D. 75

Answer: A

NEW QUESTION 229

Which of the following ways does a U.S. company practices regarding industrial relations differ from the approach of most nations?

- A. Automatic representation
- B. Government mandate approach
- C. Positive approach
- D. Employer free speech

Answer: D

NEW QUESTION 231

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts used the terminology "work now, grieve later" to describe the urgency of performing work?

- A. Clayton Act
- B. National Labor Relations Act
- C. Railway Labor Act
- D. National Industrial Recovery Act

Answer: C

NEW QUESTION 233

The Department of Labor establishes the rules for unemployment insurance and associated claims. Who administers the unemployment?

- A. Each organization
- B. The Department of Labor
- C. Insurance companies
- D. Each state

Answer: D

NEW QUESTION 236

An organization decides to provide their employees who have stayed with the company for 15+ years a pension based on the average earnings in the last 3 years of their employment with the company. Which type of formula does this utilize ?

- A. Final pay
- B. Cash balance plan
- C. Flat dollar
- D. Career-average

Answer: A

NEW QUESTION 239

Individuals have various styles of learning. Which of the following types of learners is best suited for lectures?

- A. Kinesthetic learners
- B. Visual learners
- C. Tactile learners
- D. Auditory learners

Answer: D

NEW QUESTION 242

In order to develop a global competency model for global leaders at a high tech company, a HR Manager decides to study the connotation of specific attributes across the various office locations. Which of the following types of culture would be the MOST valuable to evaluate in order to develop a valid and reliable model?

- A. Local culture
- B. Professional culture
- C. National culture
- D. Corporate culture

Answer: B

NEW QUESTION 244

What is the FairPay amount that defines, what a person makes, to be considered highly compensated?

- A. \$110,000 or more
- B. \$150,000 or more
- C. \$100,000 or more
- D. \$125,000 or more

Answer: C

NEW QUESTION 249

Organizational functions, according to Fayol, conform to one of the six functional areas. Which one of the following is not an area of organizational functions for strategic planning?

- A. Sales and marketing
- B. Financial activities
- C. Human resource management
- D. Technical activities

Answer: C

NEW QUESTION 250

Your organization is using the whole job ranking technique as part of its non-quantitative job evaluation. Which one of the following best describes the whole job ranking technique?

- A. Jobs are ranked from lowest to highest according to the importance that each job holds.
- B. Jobs are reviewed based on the entire performance of the organization in each category.
- C. Jobs are categorized into broad categories or levels.
- D. New jobs are categorized into an existing hierarchy of jobs within the organization.

Answer: A

NEW QUESTION 252

Which of the following is NOT a reason to outsource ?

- A. To share financial risk
- B. To manage a difficult risk
- C. To create value
- D. To gain access to world-class talent

Answer: C

NEW QUESTION 257

Beth works for the HJR Corporation and she feels that she has been discriminated against by her supervisor. Beth would like to file a charge with the EEOC but she's afraid of the repercussions and she doesn't want her identity exposed. Beth asks a lawyer to file the charge for her so she can remain anonymous. Is this legal?

- A. It depends on the state where the charge is being filed, as some states allow anonymous filings while others do not.
- B. No, the person who has been discriminated against must file her own charge.
- C. No, the person who files the charge cannot remain anonymous.
- D. Yes, the person who files the charge can have someone else file the charge on their behalf to protect their identity.

Answer: D

NEW QUESTION 259

Which of the following criteria is NOT a factor in determining the level of control of a non-

- A. U.
- B. corporation?
- C. Labor relations centrally controlled
- D. Principal place of business
- E. Shared management
- F. Interrelation of operations

Answer: B

NEW QUESTION 260

You are a HR Professional for your organization and you're educating your staff on the Pregnancy Discrimination Act. Which one of the following statements about the Pregnancy Discrimination Act is not true?

- A. Pregnancy related benefits cannot be limited to married employees.
- B. Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.
- C. If an employer provides any benefits to workers on leave, the employer must provide the same benefits for those on leave for pregnancy-related conditions.
- D. An employer is allowed to refuse to hire a pregnant woman because of the imminent time frame of the needed leave to deliver and care for the child.

Answer: D

NEW QUESTION 264

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