

Exam Questions PHRI

Professional in Human Resources - International

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NEW QUESTION 1

An organization is in the growth stage of the organizational life cycle. It has five locations, one in the U.S. (headquarters), two in Asia, one in South America, and one in Europe. The company has decided to utilize a geographic organizational structure. Although the foreign locations are relatively new, each office has focused on building both technical talent within its own site. Therefore, each location is fully operational and running fairly independently. However, once a year the executive team from headquarters visits each office to meet with the managers at each site to discuss the coming fiscal year's strategic goals and objectives. Which of the following factors does NOT play a factor in determining the global staffing approach in this scenario?

- A. Global growth strategy of organization
- B. Fairly locally responsive strategy by headquarters
- C. Strategic plans identified by headquarters
- D. Relative maturity of each global location

Answer: A

NEW QUESTION 2

Which of the following is NOT a step in the Strategy Implementation stage of Strategic Planning?

- A. Short-term organizational objectives are established
- B. Action plans are developed
- C. Resource allocation
- D. Long-term objectives are established and strategies defined

Answer: D

NEW QUESTION 3

Which of the following factors is NOT a significant variable in how an individual may re-adjust after returning home?

- A. Extent of previous experience on international assignments
- B. Length of time on international assignment
- C. Clarity of new job and role
- D. Changes in family & friends

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

Let's assume you need to develop a strategic employer branding program. Which of the following is one of the LEAST effective methods in positive employer branding?

- A. Providing above-market compensation packages
- B. Gathering local confidence by socially responsible actions, i.e. environmentally conscious
- C. Winning the Malcolm Baldrige National Quality Award
- D. Implementation of flexible work arrangements that reduce turnover by 10%

Answer: A

NEW QUESTION 6

You are an HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which EEO Report is a survey, collected every other year on even calendar years?

- A. EEO-4 Report
- B. EEO-5 Report
- C. EEO-3 Report
- D. EEO-1 Report

Answer: C

NEW QUESTION 7

Robert is the HR Professional for his organization. June, Robert's supervisor, assigns Robert for completing and filing the EEO-1 Report for the organization. What is the EEO-1 Report?

- A. It is a report that all employers with at least 100 employees must submit to the Department of Labor
- B. It defines the total number of employees the organization employs.
- C. It is a report that all employers must submit to the Department of Labor defining the race, social security identification number, and income of all employees in

the organization.

D. It is a report that all employers with at least 100 employees must submit to the Department of Labor.

E. It defines the total number of employees by job category, ethnicity, race, and gender the organization employs.

F. It is a report that all employers must submit to the Department of Labor defining the race and income of all employees in the organization.

Answer: C

NEW QUESTION 8

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. What is the zipper clause in regard to negotiations?

A. Items in a management-union contract can be "zipped" open and closed as often as necessary.

B. Management is locked out of union meetings.

C. Management and union representations are locked out of union employee meetings.

D. Items in a management-union contract are "zipped" closed, once the agreement is signed by both parties.

Answer: D

NEW QUESTION 9

Which of the following is NOT a significant benefit for employers to clearly communicate the direct and indirect compensation strategy to their employees?

A. Better understanding of equity in structure

B. Minimize confusion over issues such as vacation policy

C. Clear understanding of compensation and performance through performance appraisals

D. Understanding the amount of money employers pay to maintain health care benefits

Answer: B

NEW QUESTION 10

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 10

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 14

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 19

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 21

You are the HR Professional for your organization and you're completing a turnover analysis. You're considering that over the past year your organization has

employed 1,238 employees and during that same period your organization has terminated 56 employees. Based on this information what is your organization's turnover for the past year?

- A. 56
- B. Significantly lower than average
- C. 22
- D. Moderately low

Answer: C

NEW QUESTION 22

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 27

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 30

When an individual files a charge of discrimination with the EEOC against an employer, what will the EEOC do?

- A. The EEOC will create a hearing with the complainant and the employer to investigate the charge.
- B. The EEOC will visit the employer to inform them of the charge.
- C. The EEOC will investigate the claim by inspecting the employer's place of business.
- D. The EEOC will send the employer a letter informing them of the charge.

Answer: D

NEW QUESTION 31

There are seven stages of internal consulting that an HR Professional must be familiar with. Consider this scenario: Frances has developed an HR training plan for her organization. The plan is comprehensive, aggressive, and will provide organizational development for all levels of employees in the company. Frances is presenting her plan to her organization's management. What level of internal consulting is Fran participating in?

- A. Reviewing, transitioning, and evaluating the project
- B. Gaining agreement to the project plan
- C. Presenting the findings and recommendations
- D. Exploring the situation

Answer: B

NEW QUESTION 35

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 39

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 42

The Americans with Disabilities Act of 1990 identifies an individual with a disability, as a person who has one or more of the following characteristics except for which one?

- A. Has a record of such impairment that substantially limits one or more major life activities
- B. Is regarded as having such impairment that substantially limits one or more major life activities
- C. Is believed by employers that an individual having a physical or mental impairment substantially limits one or more major employment activities
- D. Has a physical or mental impairment that substantially limits one or more major life activities

Answer: C

NEW QUESTION 43

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 46

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 50

Which of the following are the benefits of gainsharing programs? Each correct answer represents a complete solution. Choose three.

- A. Aligns employees to organization goals
- B. Employees are paid on the basis of group performance rather than individual performance
- C. Enhances employees focus and awareness
- D. Helps organization to achieve improvement in key performance measures

Answer: ACD

NEW QUESTION 51

Holly and Gary are HR Professionals in their organization and they're working to develop the strategic plan for their organization. Holly and Gary are using SWOT analysis to help understand the needs of human, financial, technological, capital, and other aspects of their organization. What is SWOT?

- A. SWOT is an analysis to define the schedule, weaknesses, opportunities, and timetable of a project endeavor.
- B. SWOT is an analysis to define the strengths, weaknesses, opportunities, and threats an organization may face.
- C. SWOT is an analysis to define the strengths, weaknesses, openness, and timeliness of an organization.
- D. SWOT is an analysis to define the seriousness, weaknesses, openness, and timetable of organization development.

Answer: B

NEW QUESTION 52

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

Stress is often a significant issue in workplaces. Author Ravi Tangri asserts that stress costs organizations up to \$300 billion per year. Which one of the following stresses is the largest contributor to organizational cost of waste?

- A. Workplace accidents
- B. Turnover
- C. Absenteeism
- D. Drug plan costs

Answer:

A

NEW QUESTION 58

Which of the following selection methods is an effective tool to determine the psychological readiness of an individual for an international assignment ?

- A. Standardized tests and inventories
- B. Stress interviews
- C. Simulations
- D. Self-assessment

Answer: A

NEW QUESTION 60

Which of the following is a process that occurs due to mergers, outsourcing or changing business needs?

- A. Involuntary exit
- B. Plant closing
- C. Voluntarily exit
- D. Outplacement

Answer: A

NEW QUESTION 61

Which of the following describes an employee's motivational potential, according to the job characteristics model?

- A. Ability to implement, responses, feedback
- B. Motivation factors and incentives
- C. Skill variety, task identity, task significance, autonomy, feedback
- D. job analysis, task significance

Answer: C

NEW QUESTION 62

Your organization has 80 full-time employees. Management has recently informed you that they have sold their business and they'll be releasing all employees in the organization. Based on the Worker Adjustment and Retraining Notification Act of 1988, how many days must management give in writing to the employees of this organization before the mass layoff?

- A. 60 days
- B. 120 days
- C. Zero days
- D. 30 days

Answer: C

NEW QUESTION 65

There are seven stages of internal consulting that a HR Professional must be familiar with. Which one of the following is not one of the seven stages of internal consulting?

- A. Exploring the situation
- B. Implementing
- C. Developing recommendations
- D. Executing the project plan

Answer: D

NEW QUESTION 66

The HR Professional must take measures to ensure that he is involved with all areas of the HR Impact Model. What component of the HR Impact Model serves as the process integrator of all components?

- A. Programs and Processes
- B. HR Professional
- C. Catalyst
- D. Consultation

Answer: C

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 72

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 75

All organizations need prevoyance, or planning, as a part of a manager's duty. As an HR Professional what is the primary purpose of planning?

- A. Directs the project team and staff to accomplish the project scope
- B. Establishes groundwork for the managers to achieve the goals of the organization
- C. Communicates the direction of the organization
- D. Establishes groundwork for the managers to achieve their goals

Answer: B

NEW QUESTION 80

Your organization has decided to close one of the manufacturing plants, where it employs 250 employees. The closing is not a reflection of the employee's performance, but due to poor sales of the equipment the plant produces. What is the employer required to do for the employees in light of the plant closing?

- A. Offer a written notice of the plant closing at least 60 days prior to the closing date.
- B. Offer the employees an opportunity to resign from their position with two week severance pay.
- C. Offer the employees a transfer to other plants that will remain open.
- D. Offer the employees a final performance assessment.

Answer: A

NEW QUESTION 85

According to Claus, which of the following HR activities is considered an upstream function?

- A. Compensation
- B. Employee relations
- C. HRIS
- D. Staffing

Answer: C

NEW QUESTION 86

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. Which OSHA form is used to cover the what, how, when, where, and who or work- related injuries?

- A. Form 301
- B. Form 300
- C. Form 300A
- D. Form 3165

Answer: B

NEW QUESTION 91

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A. This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964
- B. This is an example of a violation of the Title VII of the Civil Rights Act of 1964
- C. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- D. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company

Answer: A

NEW QUESTION 94

As an HR Professional, you must recognize and be aware of several pieces of legislation that affect your performance as an HR Professional. The National Labor Relations Board identified five categories of unfair labor practices. Which one of the following is not one of the five categories of unfair labor practices?

- A. To dominate or interfere with the formation or administration of a labor organization.
- B. To refuse individuals to organize and meet for the potential labor union creation process.
- C. To interfere, restrain, or coerce employees in the exercise of their rights to engage in concerted or union activities or refrain from them.
- D. To discriminate against employees for engaging in concerted or union activities or refraining from them.

Answer: B

NEW QUESTION 96

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 101

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

NEW QUESTION 104

As an HR Professional, you must be familiar with the collective bargaining agreements and the process that rights are given, contracts, and union and management cooperation. Consider an arbitration process between the management and the union. What term is assigned to the resolution of the disagreement, by an arbitrator's interpretation of the language of the contract?

- A. Resolution
- B. Interpretation
- C. Decision
- D. Outcome

Answer: C

NEW QUESTION 105

Which of the following is the most important step when outsourcing the set up of a new HRIS (human resource information system)?

- A. Select the best HRIS system with extensive capabilities
- B. Prepare a detailed request for proposal (RFP) defining desired specifications
- C. Analyze the organization's needs for building a HRIS system
- D. Develop a complaint procedure for all work disputes

Answer: C

NEW QUESTION 108

You are responsible for hiring an entry-level engineer position in Bangalore, India. Which of the following recruitment sources is the least likely to be used?

- A. Contingency-basis employment agencies
- B. Recruiting at colleges? vocational schools
- C. Employee referral program
- D. Post jobs online on corporate website

Answer: A

NEW QUESTION 110

OSHA may inspect a workplace at any time. The purpose of these inspections is to maintain safety for all workers. OSHA has established five priorities for workplace inspections. Which one of the following statements is the correct order of most important OSHA priorities to least important OSHA priorities?

- A. Imminent danger, planned inspections in high-hazard industries, employee complaints, catastrophes and fatal accidents, follow-up inspections
- B. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, employee complaints, and follow-up inspections
- C. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, follow-up inspections, and employee complaints
- D. Imminent danger, catastrophes and fatal accidents, employee complaints, planned inspections in high-hazard industries, follow-up inspections

Answer: D

NEW QUESTION 114

A company decides to pursue an international assignment program to fill a new position in its new office in Beijing, China. With the assistance of the human professional, the management team has finalized a list of job-specific selection criteria of the ideal candidate for the role. During the interviewing process, the key selection tool utilized was role-playing. Role-playing was done entirely in Mandarin bases around common business and family situations an expatriate may face. In addition, role-playing was utilized to show how the candidate had successfully portrayed identified success factors in past behavior. Which of the following selection methods was NOT utilized in this scenario?

- A. Work sample

- B. Situational assessments
- C. Self-assessment
- D. Interview

Answer: A

NEW QUESTION 116

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 117

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

- A. Job evaluation
- B. Broadbanding
- C. SWOT Analysis
- D. Gainsharing

Answer: A

NEW QUESTION 122

A U.S. Based manufacturing company has decided to expand overseas to South Korea. Which of the following is an example of environmental scanning ?

- A. Building internal training programs for the new international employees
- B. Developing a compensation structure in line with the local market
- C. Changing the company's product mix to take advantage of the new labor market
- D. Analyzing the number of skilled workers in the area

Answer: D

NEW QUESTION 127

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 130

Which of the following is a communication that damages an individual's reputation in the community, preventing them from obtaining employment?

- A. Gainsharing
- B. Constructive discharge
- C. Duty of loyalty
- D. Defamation

Answer: D

NEW QUESTION 134

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 135

Which of the following measures the level of learning achieved by the participants of a training program?

- A. 360-degree feedback process
- B. Performance tests
- C. Performance appraisals

D. Pre-/post measures

Answer: D

NEW QUESTION 136

Validity is an important part of the interview process. All HR Professionals should recognize validity through the interview process. Which one of the following is not one of the four types of validity?

- A. Content validity
- B. Professional validity
- C. Construct validity
- D. Predictive validity

Answer: B

NEW QUESTION 138

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 139

Which one of the following best describes Progressive discipline?

- A. Discussion of substandard performance, written warning, final written warning, termination.
- B. Series of documents of employee's incompetence or insubordination that precedes an employee's termination.
- C. Discussion of substandard performance, verbal warning, written warning, and final written warning.
- D. Series of documents of employee's substandard performance prior to each step of discipline or termination.

Answer: C

NEW QUESTION 143

A U.S. based high tech company decides to build a R&D office in Bangalore, India. Which of the following terms describes this kind of expansion decision?

- A. Greenfield operation
- B. International merger
- C. Joint venture
- D. Trading house

Answer: A

NEW QUESTION 144

An organization is considering services it can successfully provide to its customers. One of the services, however, is deemed to be difficult to offer with a high degree of certainty of success. The organization has decided not to offer the service because of the risk in offering the service, and failing. What risk response is used in this scenario?

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

Answer: C

NEW QUESTION 149

As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the legal case, the United Steelworkers of America versus Weber regard?

- A. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring women and minorities.
- B. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from using racial criteria as a method to determine workplace advancement.
- C. The United States Supreme Court held that the Civil Rights Act of 1964 did not bar employers from favoring women and minorities.
- D. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring minorities, but could do gender based favor.

Answer: C

NEW QUESTION 152

You are a HR Professional for your organization and you're coaching Thomas on human resources practices, particularly the role of the HR Professional in strategic planning. You tell Thomas the importance of vision, mission, and values of an organization. Thomas asks what the difference is between vision and mission. Which one of the following best describes the difference between vision and mission for an organization?

- A. A vision is the purpose of a compan
- B. A mission is the task the organization aims to accomplish.
- C. A vision describes the future of the organization while a mission describes the goals of the organization.
- D. A vision describes the organization's role, what the organization is, and what the organization may aspire to b
- E. A mission describes what the organization will definitely become.
- F. A vision describes an organization's role, what the organization is, and what the organization wants to becom
- G. A mission describes the organization's purpose for being.

Answer: D

NEW QUESTION 157

The HR Director of a multinational, U.S. based company is proposing a staffing plan where foreign office are staffed with as many third country nationals as possible instead of expatriates. Which of the following is an advantage to utilizing third country nationals vs. expatriates to fill international assignments?

- A. Helps to create a truly global workforce
- B. Helps solve specific problems to meet specific needs
- C. Facilitates global integration and standardization
- D. Helps to develop a pool of global executives

Answer: A

NEW QUESTION 159

Which of the following groups would NOT be considered to be subject matter experts (SME??s) of a job function?

- A. Current incumbents
- B. Direct reports
- C. Trained job analysts
- D. Supervisors

Answer: B

NEW QUESTION 162

A good MBO (management by objectives) shares all of the following aspects EXCEPT:

- A. Periodic feedback about objectives
- B. Goals which align with corporate level goals and strategies
- C. Goals are established by the supervisor/manager
- D. Goals which are measurable

Answer: C

NEW QUESTION 164

Which of the following factors is NOT likely an issue a human resources professional would help a family to work through to determine the appropriateness of an international assignment for the family at that time?

- A. Is adventure and discovering new things characteristic of the family?
- B. Is the family stable and relationships currently harmonious?
- C. Is there a history of drug abuse in the family?
- D. Are the children open to moving to the host country?

Answer: C

NEW QUESTION 167

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the Regents of the University of California versus Bakke lawsuit primarily accomplish?

- A. Universities could not use race as the reason to exclude an applicant to a college admissions program, but the university could use race as one of the reasons to include a person as an applicant to a college admissions program.
- B. Universities could not hire a person based solely on their race.
- C. Universities could not use race as a reason to not hire a person, but could use race as a reason to hire a person.
- D. Universities could not use race as a reason to include or to exclude a person from a college admissions program.

Answer: A

NEW QUESTION 169

The Equal Pay Act of 1963 prohibits discrimination on the basis of sex in the payment of wages or benefits, to men and women who perform substantially equal work for the same employer, in the same establishment, and under similar working conditions. The law defined substantial equality of job content on four factors. Which one of the following is not one of the four factors this law defines?

- A. Effort
- B. Working conditions
- C. Skill
- D. Education

Answer: D

NEW QUESTION 170

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 175

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 178

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 183

In which of the following situations do HR managers have the greatest impact on organizations?

- A. Assume management roles on cross-functional projects
- B. Actively participates in the long-term organizational strategic planning process
- C. Providing legal counsel to managers
- D. Evaluate and implement process improvements throughout an organization

Answer: B

NEW QUESTION 184

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

Answer: D

NEW QUESTION 185

Which of the following represents motivator to a culture that values ascription?

- A. Defined processes and procedures
- B. Diplomacy
- C. Challenge
- D. Network

Answer: D

NEW QUESTION 190

What are the 4P??s in Marketing?

- A. Place, Product, Promotion, Partnership
- B. Price, Place, Product, Promotion
- C. Price, Product, Promotion, Productivity
- D. Price, Product, Promotion, Partnership

Answer: B

NEW QUESTION 193

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 194

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. April 15 of each year
- B. The anniversary date of your organization reaching 100 employees
- C. January 1 of each year
- D. September 30 of each year

Answer: D

NEW QUESTION 198

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 199

Which of the following issues does the International Labor Organization (ILO), European Union (EU), and the Organization Economic Cooperation and Development (OECD) all address?

- A. Industrial relations
- B. Combating bribery
- C. Taxation
- D. Education and culture

Answer: A

NEW QUESTION 201

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee. Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Financial control
- B. Locale of work performed
- C. Behavioral control
- D. Type of relationship

Answer: B

NEW QUESTION 203

Gary is an HR Professional for his organization that has several federal contracts of \$100,000 or more. His organization, as required by VEVRAA, files what form by September 30 each year, which provides the details of the veterans employed by the federal contractor?

- A. Gary must file the EEO-VETS form
- B. Gary must file the VEVRAA ACT-1 report
- C. Gary must file the EEO-1 report
- D. Gary must file the VETS-100 form

Answer: D

NEW QUESTION 208

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
- D. versus Green, 1973
- E. Albemarle Paper versus Moody, 1975

Answer: A

NEW QUESTION 212

You are leading a brief presentation for your company about the ERISA program your company participates in. What is ERISA used for?

- A. It protects the interests of those who participate in employee benefit plans
- B. It protects the workers of employee compensation plans
- C. It protects private organizations that have profit sharing plans for employee compensation
- D. It allows private organizations to create investments for workers in profit-sharing plans

Answer: A

NEW QUESTION 215

In order to measure staffing effectiveness, a company measures the yield ratio of offers to interviews. According to the research, the company yields the following ratios for the following staffing sources: contingency firms (15% first year's salary) 1/10, website (1% G&A costs) 2/12, employee referrals (\$0 cost) 3/9, internal recruiters (4% G&A costs) 1/15. Which of the following decisions is a good decision based on the information provided above ?

- A. Pursue use of alternate staffing sources
- B. Pursue relationships with alternate contingency firms
- C. Terminate internal recruiters
- D. Promote employee referrals

Answer: D

NEW QUESTION 220

What is the compa-ratio for an employee that earns \$75,000 per year, but the midpoint for the role is \$85,000 per year?

- A. \$10,000 difference
- B. 1:88
- C. 113 percent
- D. 88 percent

Answer: D

NEW QUESTION 225

Herb is the HR Professional for his organization. He is preparing to hire a new employee, Hans, to the firm. Herb has asked Hans to agree, in writing, to mandatory arbitration as part of the employment offer. What does this agreement mean?

- A. It means that Hans and the organization must settle all disputes, if any arise, through a neutral third party rather than through a lawsuit.
- B. It means that Hans must file all legal complaints with the organization's attorney, before filing a lawsuit against the organization.
- C. It means that Herb's firm can research Hans to determine if he's had any lawsuits.
- D. It means that Hans cannot work for competitors without the written permission of the employer.

Answer: A

NEW QUESTION 229

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 232

As an HR Professional you must recognize and be aware of several pieces of legislation that affect your performance as an HR Professional. What term describes the illegal agreement of the management to give an individual a job, as long as the person does not join or be involved with a labor union?

- A. Yellow dog contract
- B. Scab
- C. Shill contract
- D. Non-union agreement

Answer: A

NEW QUESTION 237

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is a group of national unions.
- B. A federation is the same as a union.
- C. A federation is a union that has international members.
- D. A federation is the governing body of a union.

Answer: A

NEW QUESTION 239

A union is performing a jurisdictional strike in front of a construction site. What is a jurisdictional strike?

- A. It is a strike through which the union seeks to pressurize an employer to assign a particular work to its members; rather than to members of other unions or to the non-union workers.
- B. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract although there is already an approved contract in place.
- C. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract because the current contract between the employer and the union has expired.
- D. It is a strike through which the union seeks to pressurize an employer to assign all work to its members, rather than to members of non-union workers.

Answer: A

NEW QUESTION 241

Amy is a sales person for your company and she earns her pay based on commission. Amy's pay is known as variable pay or what other term?

- A. Fixed pay
- B. Commission only
- C. Base pay
- D. At risk pay

Answer: D

NEW QUESTION 244

You are the HR Professional for your organization. You have just hired a new employee for your company. What form are you and the newly hired employee required to complete to show the employee's identity and eligibility to work in the United States?

- A. IRCA-00
- B. 1099
- C. IRCA-86
- D. I-9

Answer: D

NEW QUESTION 246

John is the HR Professional for his organization. He is interviewing Sally for a sales position and he has asked Sally to provide an instance of how she worked with a tough customer in the past, how Sally resolved the situation, and what the outcome of the experience was. This is what type of interviewing technique?

- A. Prescreen interview
- B. Behavior-based interview
- C. Directive interview
- D. Stress interview

Answer: B

NEW QUESTION 250

The management and union are proceeding to an arbitration hearing that will be conducted by an arbitration panel. Which one of the following best describes the makeup of the arbitration panel?

- A. There are three arbitrators all of whom are randomly selected to serve from a pool of pre-approved management and union arbitrators.
- B. There are three arbitrators all of whom must be approved to participate by the management and the union.
- C. There are three arbitrators, one selected by the management, one selected by the union, and a neutral arbitrator whom both management and union approve of.
- D. There are three arbitrators, all of whom are selected by the party not bringing the grievance.

Answer: C

NEW QUESTION 253

As an HR Professional, you must sometimes terminate employees from your organization. When an employee is terminated, there must be a just cause or a good cause for the termination. Which one of the following is not a valid just cause for the employee's termination?

- A. Whether the employee is a member of a protected class
- B. Whether the employee was warned in advance
- C. Whether the rule has been applied consistently
- D. Whether reasonable "proof" of the violation existed, or was obtained through investigation

Answer: A

NEW QUESTION 256

A company has decided to terminate the employment of an executive for performance reasons. The HR Manager to create a severance package. Which of the following factors would NOT be considered when creating the final severance package?

- A. Severity of his lack of performance
- B. Length of service at company
- C. Total compensation in relation to severance package
- D. Notice pay protection laws

Answer: A

NEW QUESTION 261

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 263

Which of the following functions does a job description NOT serve?

- A. Tool during performance appraisals
- B. Tool for diversity plan
- C. Tool for selection criteria
- D. Tool for HR planning

Answer: B

NEW QUESTION 268

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 270

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 271

You have just hired a job candidate for a position in your company. You are now required by the Immigration and Control Act of 1986, to complete an employment eligibility form to verify the new employee's eligibility to work in the United States. Within how many days must you complete this form?

- A. 3 days
- B. 30 days
- C. 7 days
- D. 10 days

Answer: A

NEW QUESTION 275

Which of the following is a term used to describe efforts made by a downsizing company to help former employees through the transition to new jobs and help them re-orientate to the job market?

- A. Duty of diligence
- B. Exit interview
- C. Utility function
- D. Outplacement

Answer: D

NEW QUESTION 276

You are the HR Professional for your organization and you have been asked to hire a project manager. The average market salary for the project management position, you have available is \$87,500. Which one of the following salaries would be indicative of lagging the market?

- A. \$79,000
- B. \$101,000
- C. \$87,500
- D. \$88,000

Answer: A

NEW QUESTION 279

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 and add 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 282

HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- A. When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.
- B. When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.
- C. When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status
- D. When an employee treats other employees differently based on their past work efforts.

Answer: C

NEW QUESTION 284

Your organization is aiming to reduce costs by stopping wastes in the production cycle. The company has created a plan that will reward employees 50 percent of the savings from the waste stoppage. What type of compensation plan is your organization offering to employees in this instance?

- A. This is an example of a team incentive
- B. This is an example of profit sharing
- C. This is an example of gainsharing
- D. This is an example of a short-term incentive

Answer: C

NEW QUESTION 287

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 290

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 293

As the of its corporate restructuring program, a corporation has invest in a manufacturing site ten miles outside of Bangkok, Thailand. Which of the following factors is NOT a labor market factor that might affect the compensation strategy?

- A. Inflation and interest rates are rapidly rising
- B. Geographic concentration of labor around Bangkok, Thailand
- C. Demand for labor
- D. Types of remuneration sought

Answer: A

NEW QUESTION 294

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 299

As an HR Professional you should be familiar with the terminology, practices, and rules governing union-based strikes. What is the ally doctrine?

- A. A union may expand upon its primary picketing activity to include employees who are allies of the primary employer.
- B. Employers cannot force friends, colleagues, and family members into joining a union picket line.
- C. Allies of the picketing union can allow allies into the picket line.
- D. A union may expand upon its primary picketing activity to include employers who are allies of the primary employer.
- E. A union may serve as an ally to another striking union by allowing their members to join the picket against the primary employer.

Answer: C

NEW QUESTION 301

You are the HR Professional for your organization. You're leading a presentation on equal employment opportunity terminology for your staff. Beth, a staff member, wants to know what a charge is -in regard to equal employment opportunity. What is a charge?

- A. A charge is the documentation of an alleged unlawful discrimination.
- B. A charge is an individual that has lodged a formal complaint to an agency that alleges unlawful discrimination.
- C. A charge is the evidence that unlawful discrimination has occurred.
- D. A charge is a formal complaint submitted to an agency that alleges unlawful discrimination.

Answer: D

NEW QUESTION 303

Diane is the HR Professional for her organization and she's examining the ranges for the compensation levels of her company. Which one of the following statements best describes what a range for compensation is?

- A. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are federally mandated that employees be paid.
- B. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are generally paid.
- C. A range specifies the lowest/minimum and the highest/maximum compensation rates for the worth of responsibilities.
- D. A range specifies the lowest/minimum and the highest/maximum value for which employees are generally paid through incentives.

Answer: B

NEW QUESTION 304

An organization is in the global stage of globalization. Which of the following BEST describes the key functions of human resources professionals working in this company at this time?

- A. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries
- B. Focused on change partner and navigator role.
- C. Experts at moving resources back and forth across countries
- D. Focused on only navigator role.
- E. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries
- F. Focused builder and change partner role.
- G. Experts at moving resources back and forth across countries
- H. Focused on change partner and navigator role.

Answer: D

NEW QUESTION 306

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 310

Jan is the HR Professional for your organization. An employee within the organization has filed a charge with the EEOC that discrimination has been done by your organization against her. The EEOC has investigated the case and has found that there is no reasonable cause against your company. The person filing the charge, however, still believes that discrimination has occurred. How long does this person have, to file a lawsuit against your company?

- A. Once the EEOC has found that there is no reasonable cause, the complainant cannot file a lawsuit to sue.
- B. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 30 days of the EEOC's findings.
- C. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 90 days of the EEOC's findings.
- D. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 180 days of the EEOC's findings.

Answer: C

NEW QUESTION 313

Henry is the HR Professional for his organization and he's discussing the status of Amy's employment. Amy earns \$87,500 per year and receives a paycheck via direct deposit every two weeks. Amy was hired under the offer of a salary position, but she feels that she is working far more than the agreed 40 hours per week. Based on these scenarios, do you believe Amy is exempt or non-exempt?

- A. Amy is exempt because she is paid on a salary basis.
- B. Amy is not exempt because she is working more than ten percent of her total agreed hours per week.
- C. Amy is exempt because she earns more than \$1,000 per week.
- D. Amy is not exempt because she is offered bonuses as part of her pay.

Answer: A

NEW QUESTION 314

You are an HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

- A. Construct-related validity
- B. Criterion-related validity
- C. Content validity
- D. Predictive validity

Answer: A

NEW QUESTION 315

Which of the following processes attempts to determine the relative worth of jobs within an organization?

- A. Job design
- B. Job evaluation
- C. Job analysis
- D. Comparable worth

Answer: B

NEW QUESTION 316

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 317

Which of the following is NOT likely an issue a human resources professional would help a dual career family to work through to determine the appropriateness of an international assignment for the family at that time ?

- A. How will the host country workers respond to a same sex family?
- B. Will the accompanying spouse be able to find a job easily?
- C. Will the employee consider commuting instead of moving the whole family to the host country?
- D. How will the loss of income from one spouse impact the family and their finances?

Answer: A

NEW QUESTION 318

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 323

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 324

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 LFAST 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 325

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 326

Which of the following is NOT an external third-party source for recruiting ?

- A. Private employment agencies
- B. Labor unions
- C. Outplacement firms
- D. Agencies

Answer: B

NEW QUESTION 330

OSHA has identified six standards that apply to almost all general industry employers. All of the following are standards as defined by OSHA that apply to employers except for which one?

- A. Emergency action plan standard
- B. Equity pay standard
- C. Exit routes standard
- D. Fire safety standard

Answer: B

NEW QUESTION 332

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 336

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 340

On November 13, 2000 CFR Part 60-2 was revised to address affirmative action to make the rules more accessible and easier to implement. Which of the following statements is not part of this significant update to the Affirmative Action program in CFR Part 60-2?

- A. Reduced the number of additional required elements of the written Affirmative Action Plan from 10 to 4
- B. Reaffirmed that affirmative action isn't to establish quotes, but to create goals
- C. Granted employers with fewer than 100 employees, permission to prepare a job group analysis that uses EEO-1 categories as job groups
- D. Workforce analysis was replaced with a one-page organizational profile

Answer: C

NEW QUESTION 345

You are assisting a highly talented engineering architect in repatriation after a short-term international assignment in Bangalore, India. After re-entry, there are no appropriate positions available in the organization at headquarters. Which of the following goals is NOT a potential goal for redeploying this individual?

- A. Maintain employee morale in the host country
- B. Building a global workforce
- C. Sharing the recently acquired knowledge
- D. Retaining the talent for the future

Answer: A

NEW QUESTION 349

Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Fair Labor Standards Act (FLSA)
- B. Occupational Safety and Health Administration (OSHA)
- C. Federal Insurance Contributions Act (FICA)
- D. Employee Retirement Income Security Act (ERISA)

Answer: C

NEW QUESTION 354

Which of the following is an intangible benefit of an international assignment?

- A. Faster cross-border project completion times
- B. Development of technical skills by local workers
- C. Increased alignment of host country goals with overall company goals and objectives
- D. Increased process efficiency

Answer: C

NEW QUESTION 358

Deal and Kennedy defined the four dimensions of organizational culture that you should be familiar with, as an HR Professional. What dimension of organizational culture is best defined by the hidden hierarchy of power?

- A. Culture network
- B. Joy
- C. Values
- D. Heroes

Answer: A

NEW QUESTION 361

What nonmathematical forecasting technique uses rounds of anonymous surveys among participants to determine consensus on the direction of employment trends, candidate selection, or other forecasting topics?

- A. Delphi Technique
- B. Qualitative forecast
- C. Management forecast
- D. Trend analysis

Answer: A

NEW QUESTION 362

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 366

Which of the following represents a HR strategic activity?

- A. Recruitment of staff for new R&D project
- B. Implement annual performance appraisal programs
- C. Designing an employment brand
- D. Provide specific job training programs

Answer: C

NEW QUESTION 370

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