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HRCI Professional in Human Resources Sample Questions (Q104-Q109):

NEW QUESTION # 104

The Taft-Hartley Act, also known as the Labor Management Relations Act, addressed unions and engaged in certain types of secondary boycotts. What is a secondary boycott?

- A. It is two or more boycotts by two or more union-backed organizations against one company.
- B. It is an effort to convince others to stop doing business with a particular organization that is the subject of a primary boycott.
- C. It is additional boycotts against companies that do business with a company which the union is boycotting.
- D. It is an effort to create more than one boycott on an organization, on two or more revenue streams.

Answer: B

NEW QUESTION # 105

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

Answer: A

Explanation:

Explanation/Reference:

NEW QUESTION # 106

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

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

Answer: D

NEW QUESTION # 107

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

Answer: A

NEW QUESTION # 108

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

Answer: A

NEW QUESTION # 109

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