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HRCI Senior Professional in Human Resources - International Sample Questions (Q111-Q116):

NEW QUESTION # 111

According to Maslow's hierarchy, which needs must be met first?

- A. Physiological needs
- B. Safety needs
- C. Self-actualization needs
- D. Social needs

Answer: A

Explanation:

According to Maslow's hierarchy of needs, physiological needs must be met first.

Physiological needs are food, shelter, warmth, and water. Until they have been attained, a person cannot focus on higher needs. According to Maslow, needs must be fulfilled in the following order: physiological, safety, social, esteem, and self-actualization. Self-actualization is the need to express and evolve the personality.

NEW QUESTION # 112

In which business structure do partners exist mainly as investors, without much influence on daily operations?

- A. General partnership
- B. Sole proprietorship
- C. Joint venture
- D. Limited liability partnership

Answer: D

NEW QUESTION # 113

Which of the following staffing alternative solutions would be most appropriate for a company struggling to find full-time employees for a position that requires 40 hours per week but does not necessarily depend on continuity in the position?

- A. Temp-to-hire program
- B. Independent contractors
- C. Job rotation
- D. Job sharing

Answer: D

Explanation:

Job sharing is an alternative job practice where two part-time employees are hired to cover the hours of one full-time position. Job sharing can range in structural flexibility to accommodate employee and business needs, such as morning/afternoon shifts, three-day/two-day shifts, or alternating schedules to match the needs of the parties involved. Job rotation can be utilized as employee experience enhancement to help cross-train staff in different departments or functions and can also serve as a staffing alternative to help fill a temporary skill gap until a new employee can be hired to fill the role. Independent contractors do not function as W2 employees but can be used as a staffing alternative in cases where highly specialized work is required beyond the scope of the current job force. Temp-to-hire programs utilize temporary employees if the job need is short-term but there may be full or permanent positions available at the end of that period of time.

NEW QUESTION # 114

Which of the following is considered indirect compensation?

- A. Performance bonus
- B. Variable compensation
- C. Base pay
- D. Leave of absence

Answer: D

Explanation:

A leave of absence is considered indirect compensation. Compensation is indirect when it cannot easily be assigned a monetary value. Since an employee is not paid during a leave of absence, granting one is not a direct expense for the company. Of course, the employee's absence may result in diminished productivity and therefore less revenue for the company, but it is difficult to quantify this loss.

NEW QUESTION # 115

Which of the following OSHA forms is the Injury and Illness Incident Report?

- A. OSHA Form 300
- B. OSHA Form 301A

- C. OSHA Form 301
- D. OSHA Form 300A

Answer: C

Explanation:

OSHA Form 301 is the Injury and Illness Incident Report. OSHA Form 300 is the Log of Work- Related Injuries and Illnesses. OSHA Form 300A is the Summary of Work-Related Injuries and Illnesses. OSHA Form 301A does not exist

NEW QUESTION # 116

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