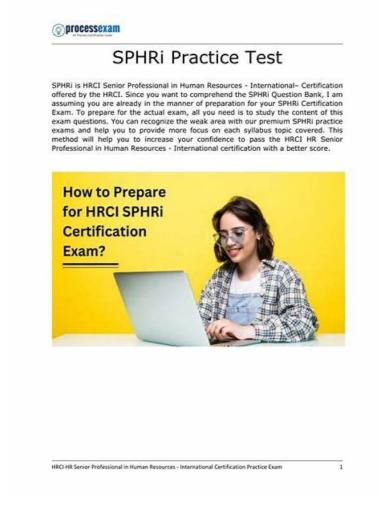
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# HRCI Senior Professional in Human Resources - International Sample Questions (Q202-Q207):

## **NEW QUESTION #202**

Which compensation system is typical of unionized workplaces?

- · A. Seniority-based
- B. Performance-based
- C. Incentive-based
- D. Membership-based

#### Answer: A

## Explanation:

A seniority-based compensation system is typical of unionized workplaces. One reason for this is that the compensation system of a unionized business is based on negotiation bet' veen the employer and the union, rather than on internal measures of performance. One complaint about unions is that by encouraging a seniority system of compensation, they encourage complacency.

## **NEW QUESTION # 203**

What is an advantage of a functional human resources (HR) structure?

- A. Accessibility of the HR department for employees
- B. Ensuring compliance and confidentiality
- C. Alignment with organizational strategy
- D. Consistency across the entire organization

#### Answer: D

## Explanation:

An advantage of a functional HR structure is that HR practices are uniformly applied throughout the entire organization. Accessibility of the HR department for employees is an advantage of a decentralized HR structure. No matter what the structure of the HR department is, it should be in alignment with the organization's strategy while maintaining compliance and confidentiality.

## **NEW QUESTION #204**

A company is planning to redesign its organizational structure. What is one of HR's responsibilities during this process?

- A. Develop the company's pay structure, and set pay rates for all positions.
- B. Analyze organizational problems through structural diagnosis.
- C. Lead a workforce committee on organizational change.
- D. Develop succession plans for all key positions.

## Answer: B

## Explanation:

During an organizational intervention, it is the role of HR to conduct a structural diagnosis, analyze problems the organization faces, and identify the root cause of those problems.

## **NEW QUESTION # 205**

What is the largest possible damage award under the Civil Rights Act of 1991?

• A. \$100,000

- B. \$300,000
- C. \$50,000
- D. \$200,000

### Answer: B

## Explanation:

Under the Civil Rights Act of 1991, the largest possible damage award is \$300,000. Only businesses with more than 500 employees may be assessed this amount. Businesses with from 15 to 100 employees may be liable for damage awards of up to \$50,000. Businesses with 101 to 200 employees may be liable for damage awards of up to \$100,000. Businesses with 201 to 500 employees may be liable for damage awards of up to \$200,000.

## **NEW QUESTION #206**

What is the established radius for which FMLA applies to employees working for private employers?

- A. 30 miles
- B. 50 miles
- C. 85 miles
- D. 75 miles

#### Answer: D

#### Explanation:

According to FMLA rules, the established radius for employees in private businesses (as opposed to state or federal agencies) is 75 miles.

## **NEW QUESTION #207**

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