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A primary step in developing an employee's ability to make ethical decisions is: - ✓✓-Identifying ethical issues employees encounter

Which of the following HR practices is likely to be used by an organization following a differentiation strategy? - ✓✓-Knowledge-based pay

The culture of an organization is most impacted by: - ✓✓-The behavior of its leaders

HR executives have risen in stature in many corporations based on: - ✓✓-Ability to demonstrate impact on the bottom line

What is the first step in developing an organization's HR budget? - ✓✓-Understanding the organization's goals and priorities

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HRCI Professional in Human Resources Sample Questions (Q73-Q78):

NEW QUESTION # 73

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

Answer: D

NEW QUESTION # 74

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

Answer: C

NEW QUESTION # 75

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

Answer: D

NEW QUESTION # 76

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

- D. Labor offices

Answer: A

NEW QUESTION # 77

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

Answer: C

NEW QUESTION # 78

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