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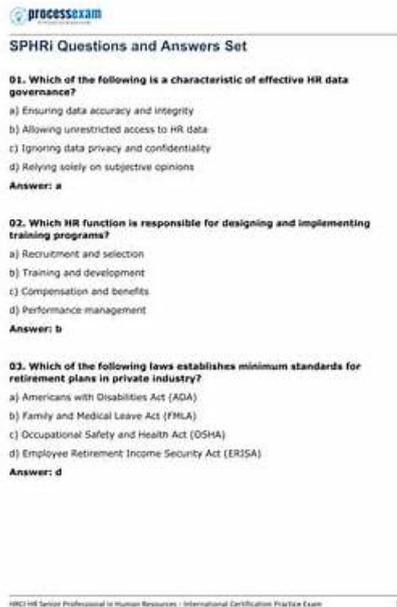
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HRCI Senior Professional in Human Resources - International Sample Questions (Q69-Q74):

NEW QUESTION # 69

Which type of voluntary benefit program utilizes a typical pension plan in which the employer adds an established benefit to the plan when the employee retires?

- A. Benefit accrual plan
- B. Defined benefit
- C. Defined contribution
- D. Nonqualified plan

Answer: B

Explanation:
A typical pension plan is a type of defined benefit retirement plan that may be used by an organization. A typical pension is referred to as a defined benefit because the employer payouts for the plan are guaranteed once certain conditions are met, as opposed to a defined contribution plan (answer choice B) where it is only the contributions that are guaranteed - not the end result.
Answer choice A is incorrect because the benefit accrual plan is not a type of voluntary benefit plan.
Answer choice C is incorrect because the nonqualified plan provides benefits to specified employees (for example, executives) and shareholders.

NEW QUESTION # 70

During a lawful economic strike, employers have the right to do which of the following?

- A. Hire new employees to replace striking employees.
- B. Dissolve the union and require new representation.
- C. Confront employees and require that they return to work at the risk of being fired.
- D. Encourage the union to disband or suggest the formation of a new union.

Answer: A

Explanation:
During a lawful economic strike, employers do have the right to hire employees to replace the striking employees. Answer choices A, C, and D are incorrect because they each represent types of unfair labor practices. Employers may not fire employees who refuse to cease striking instead of returning to work They also may not encourage the union to disband and/or sugest the formation of a new union. Nor may the employer disband the union and require new representation, or restrict union bargaining if this negatively impacts company's finances.

NEW QUESTION # 71

Which type of testing is not part of the medical examination conditions of ADA and may be required of any candidate?

- A. Aptitude test
- B. Driving test
- C. Drug screening test
- D. Polygraph test

Answer: C

Explanation:
A drug screening test can be required of any candidate for a job, and the medical examination conditions of ADA do not prevent a candidate from being tested for illegal drug use, regardless of disability. Polygraph tests, driving tests, and aptitude tests are not part of potential medical examinations, and all of these tests must be administered with certain stipulations from ADA.

NEW QUESTION # 72
How are vacation pay policies established for organizations?

- A. Vacation pay policies are made by each company under state guidelines.
- B. Vacation pay policies are created under the guidelines of the FMLA
- C. Vacation pay policies are made by each company under ERISA guidelines.
- D. Vacation pay policies are created under regulations at the federal level.

Answer: A

Explanation:
Each company is responsible for establishing the vacation pay policies that will apply to their employees. However, many states regulate the language that may be used in vacation pay policies.
For example, California, Colorado, and Montana prohibit "use it or lose it" policies. The FMLA does not specify vacation pay policies, so answer choice A is incorrect. ERISA is the Employee Retirement Income Security Act of 19 74, so it does not relate to vacation pay policies; therefore, answer choice C is incorrect

NEW QUESTION # 73
If Congress passes a bill while in session, regardless if it is signed by the president, that bill becomes law within how many days?

- A. 15 days
- B. 10 days
- C. 12 days
- D. 20 days

Answer: B

Explanation:
If Congress passes a bill while in session, regardless if it is signed by the president, that bill becomes law within 10 days.

NEW QUESTION # 74
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