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HRCI SPHRi (Senior Professional in Human Resources - International) Certification Exam is a globally recognized certification program designed for HR professionals who want to demonstrate their expertise in the field of human resources. It is an advanced-level certification that validates a candidate's knowledge and skills in HR practices, policies, and procedures. The SPHRi certification is ideal for HR professionals who work in multinational corporations, as it covers HR regulations and practices in multiple countries.

## **HRCI Senior Professional in Human Resources - International Sample Questions (Q229-Q234):**

### **NEW QUESTION # 229**

Felix is interviewing a candidate for a position in an oil and gas company with locations around the world. As they talk, the candidate mentions his wife. What is an appropriate question that Felix may ask the candidate about his family?

- A. Do you and your wife plan to have children?
- B. Do any other family members live with you?
- **C. Are you willing to relocate?**
- D. Does your wife also work?

**Answer: C**

Explanation:

If the candidate mentions family, an appropriate question, particularly for a company that has locations around the world, would be to ask if the candidate is willing to relocate. The other questions are inappropriate (Do you and your wife plan to have children? Do any other family members live with you? Does your wife also work?); the only way to acquire this information would be if the candidate decides to volunteer it.

### **NEW QUESTION # 230**

The Needlestick Safety and Prevention Act of 2000 requires organizations to do which of the following?

- A. Listing of sharp objects recognized for having caused workplace injuries in the past
- **B. Report workplace injuries from sharp objects and consider replacement object to prevent**
- C. Removal of specified sharp objects from workplace due to potential for injury
- D. Quarterly audits to check for sharp objects that could cause workplace injuries

**Answer: B**

Explanation:

The purpose of the Needlestick Safety and Prevention Act is to require the employers report workplace injuries as a result of sharp objects and consider replacing objects to prevent further injuries. Answer choice A is incorrect because the purpose of the act is not to require that companies perform quarterly audits. Answer choice B is incorrect because the Needlestick Safety and Prevention Act does not require that organizations remove specified sharp objects but instead recommends the replacement of dangerous sharp objects. Answer choice C is incorrect because the act does not create a list of sharp objects that are recognized for having caused workplace injuries but instead leaves the decision about these objects up to the organization.

### **NEW QUESTION # 231**

The National Institute of Occupational Safety and Health (NIOSH) describes a certain workplace condition as "harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker." Which of the following workplace conditions does this define?

- A. Disorganization

- B. Stress
- C. Depression
- D. Insecurity

**Answer: B**

Explanation:

According to NIOSH, this is the definition of stress that affects employees in the workplace.

Answer choices B, C, and D are incorrect because they could be considered as possible effects of stress but do not fulfill the requirements of the definition on their own.

#### NEW QUESTION # 232

To save costs, a call center located in Ohio has decided to outsource one of its largest departments to a country overseas. The manager of this department, Gina, has the task of informing her employees about this event. She consults the human resources professional, Silvia, about the best approach to take. What advice should Silvia give to Gina?

- A. Recommend that Gina petition the call center to retain the department by proving the
- B. Recommend that Gina provide all employees with a hand-written note explaining the
- C. Recommend that Gina assist employees in finding new positions once their jobs end.
- D. Recommend that Gina be honest and share with her employees as many facts as possible.

**Answer: D**

Explanation:

When addressing complex and emotional situations, the most effective approach is one that is honest, transparent, and active.

Advising Gina to write hand written notes each employee is inefficient and takes away from transparency if not all employees receive the same message. Assisting employees in their job search may be appropriate as a secondary course of action but is not Gina's primary concern or responsibility. Advocating to retain the department likely falls outside of Gina's scope of the business and may take away from the communication needed first and foremost with the employees.

#### NEW QUESTION # 233

As he arrives at work, Sven accidentally bumps into a tree when driving in the company parking lot. He experiences some neck pain later in the day. Is this a work-related injury?

- A. No, injuries sustained in vehicle accidents on company property before or after work are
- B. Yes, because the symptoms emerged at work
- C. Yes, because the accident took place on company property.
- D. No, because Sven had not yet clocked in.

**Answer: A**

Explanation:

This is not considered a work-related injury because vehicle accidents that occur on company property are not considered work-related under the Occupational Health and Safety Act.

If Sven had sustained this injury while driving somewhere in a company vehicle or in the pursuit of company business, the accident would be considered work-related.

#### NEW QUESTION # 234

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