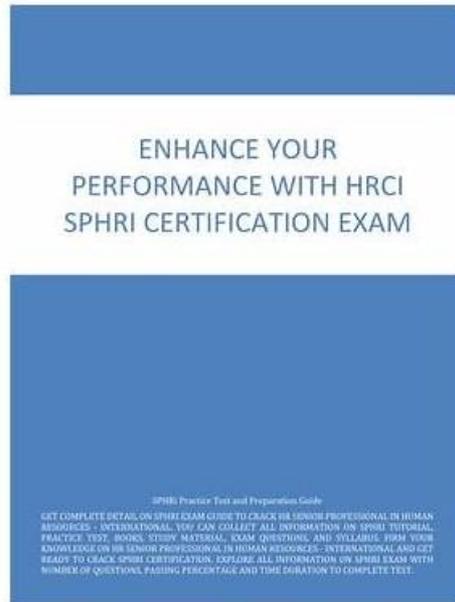


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HRCI Senior Professional in Human Resources - International Sample Questions (Q49-Q54):

NEW QUESTION # 49

To be eligible to collect unemployment, an employee must meet all or some of the following criteria EXCEPT:

- A. After voluntary termination to start a new business
- B. Actively seeking employment with a new company
- C. Being part of a short-term, department-wide layoff
- D. Previously employed with company for the appropriate "base period"

Answer: A

Explanation:

Employees are not eligible to apply for unemployment insurance if they voluntarily resign their positions (assuming the resignation was not due to discrimination or other harassment in the workplace). The specific requirements vary from state to state, but typically, to be eligible to file for unemployment, an individual must be actively seeking a new job so they can eventually come off unemployment and must also have satisfied their respective state's "base period" for how long they worked with their previous employer prior to their termination. Eligibility for unemployment also depends on the conditions of the individual's termination: short-term layoffs for business reasons qualify as an eligible termination event.

NEW QUESTION # 50

In assessing human resources (HR) technology programs, what is an example of a "best of breed" concept?

- A. Performing a needs analysis internally to determine the optimal system to streamline
- B. Selecting an HR/payroll system that requires the least amount of customization to ensure a
- C. Selecting an all-in-one, integrated solution with HR, payroll, performance management, and
- D. Selecting an HR/payroll system and a separate third-party learning management system

Answer: D

Explanation:

"Best of breed" is a term used to describe the process of selecting only the best software system for a specific need of the organization, which often means not choosing an all-in-one system, which may have system limitations in various areas.

NEW QUESTION # 51

Under "coordination of benefits" rules, how are insurance claims processed?

- A. Out-of-pocket expenses are deducted directly from the employee's flexible spending
- B. Charges are split evenly between the primary and secondary payers.
- C. Claims are processed only at an "allowable amount" as determined by the insurance
- D. Charges are first allocated to the primary payer, and then residual charges are submitted to

Answer: D

Explanation:

Coordination of benefits rules require that the insurance plan listed as primary will be charged first, and any residual charges will be processed by the secondary payer.

NEW QUESTION # 52

Which environmental scanning tool considers a thriving line of business a "star"?

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