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SPHRi Functional Area 04

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HRCI Senior Professional in Human Resources - International Sample Questions (Q140-Q145):

NEW QUESTION # 140

Which organization focuses on challenges brought about through globalization?

- A. International Labor Organization
- **B. Organization for Economic Co-operation and Development**
- C. World Trade Organization
- D. UN Global Compact

Answer: B

Explanation:

The Organization for Economic Co-operation and Development (OECD) sets goals, formulates policies, and supports its member states on issues brought about through globalization and global trade.

NEW QUESTION # 141

When considering the purchase of an HRIS that includes ATS capabilities, which of the following metrics would be the MOST important as it relates to increasing recruiting volume?

- A. Employee participation rate
- B. Return on investment ratio
- C. Candidate demographics ratios
- **D. Application conversion rate**

Answer: D

Explanation:

An applicant tracking system (ATS) can be a standalone software or can be packaged within an overarching human resources information system (HRIS). The application conversion rate is the percentage of candidates who complete a job application after the first click on the "apply" button or link. Factors that can affect the application flow include the number of clicks from start to finish, the presentation of the ATS program compared to the company's website, and other barriers, such as forcing applicants to create system logins or re-input their resume data after uploading the original document. Improved application flow leads to an increased number of applications and an increased pool of candidates to consider when recruiting. Candidate demographics ratios can be important for a company focusing on employee diversity but may not affect the overall volume of candidates. Employee participation rate focuses on candidates after they've completed the hiring process and are using other elements of the HRIS. The return on investment focuses on the financial impact of the system and can include a number of outcomes within the measurement-not just recruiting.

NEW QUESTION # 142

All of the following are acceptable salary deductions for exempt employees EXCEPT:

- **A. During the first week of employment when an employee works a full week**
- B. To offset an employee's military pay
- C. Suspensions for two days due to inappropriate workplace behavior
- D. Unpaid leave under FMLA

Answer: A

Explanation:

The exemption status for the first (or last) week of employment only applies if the employee works less than the full week. As the employee is working the full week during the first week of employment, no exemption status is appropriate. The other answer choices—unpaid leave under FMLA, suspensions for inappropriate workplace behavior, and offsetting military pay—are all eligible for exemptions.

NEW QUESTION # 143

What is the first step in the strategic planning process?

- A. Develop SMART goals.
- B. Define desired outcome.
- C. Identify potential risks that would threaten the goal.
- **D. Analyze the applicable data.**

Answer: D

Explanation:

According to several strategic planning process models, the first step is always to collect and analyze the applicable data prior to setting goals, defining the desired outcome, or identifying potential threats and risks.

NEW QUESTION # 144

Which word best characterizes employee movement in the team-based model of career development?

- **A. Lateral**
- B. Frequent
- C. Static
- D. Upward

Answer: A

Explanation:

In a team-based model of career development, employee movement is generally lateral. The members of a work team are on the same level, so position change is not generally considered as promotion or demotion. Some organizations encourage this sort of lateral movement because it gives employees a broader set of skills and reduces burnout.

NEW QUESTION # 145

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