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HRCI Senior Professional in Human Resources - International Sample Questions (Q122-Q127):

NEW QUESTION # 122

OSHA forms require privacy standards to protect employee records. Apart from the employee's specific request, in which of the following cases would it be legally advisable to label the employee's file with a case number instead of the employee's name on OSHA Form

- A. An employee receives a head injury in the workplace
- B. An employee develops food poisoning in the workplace
- C. An employee develops the flu after receiving a flu vaccine in the workplace
- **D. An employee develops hepatitis in the workplace**

Answer: D

Explanation:

Given the sensitive nature of the disease, the contraction of hepatitis, even in the workplace, would be grounds for the employer to use a case number instead of the employee's name. Unless an employee specifically requests a case number, there is no need to assign one to a case file in any of the following situations: an employee contracts the flu after receiving a flu vaccine in the workplace, an employee develops food poisoning in the workplace, or an employee receives a head injury in the workplace.

NEW QUESTION # 123

How do corporations fund business operations?

- A. Government subsidies
- B. Investments by partners
- C. Bank loans
- **D. Sale of stock**

Answer: D

Explanation:

Corporations fund business operations through the sale of stock. The purchasers of the stock are known as shareholders, and they are the ultimate owners of the corporation. They appoint a board of directors, which oversees the day-to-day managers of the corporation. When a corporation is successful, shareholders are paid dividends. When a corporation is unsuccessful, the value of stock shares may plummet.

NEW QUESTION # 124

Which of the following types of collective bargaining positions results when the different sides agree to compromise on certain issues by taking the big picture into account?

- A. Distributive bargaining
- **B. Integrative bargaining**
- C. Positional bargaining
- D. Interest-based bargaining

Answer: B

Explanation:

Integrative bargaining results when the different sides agree to compromise on certain issues by taking the big picture into account. Positional bargaining results when each side establishes a clear position and aims to achieve the goal, or goals, of that position. Interest-based bargaining results when both sides acknowledge that they have a strong motivation in the continuity of business activities and thus proceed in negotiations with this acknowledgement. Distributive bargaining is another name for positional bargaining.

NEW QUESTION # 125

What is the primary difference between coaching and mentoring?

- A. Coaching is usually used in the case of pending, or as a result of, a disciplinary action.
- **B. Coaching is generally used for a specific reason-either to prepare an individual for a new**
- C. Coaching is generally conducted in a one-on-one setting.
- D. Coaching is more instructional with job-related training.

Answer: B

Explanation:

Coaching is used in specific instances for individuals-to help them prepare for a leadership role or an upcoming assignment or to help them develop a specific skill or stop exhibiting a certain behavior. Mentoring is usually in the case of a formal or informal program and can help individuals pursue their personal or professional goals.

NEW QUESTION # 126

The Williamson Company is using the paired comparison method to appraise performance. There are seven people in the sales job group. With how many people will each member of this group be compared?

- **A. Six**
- B. One
- C. Two
- D. Seven

Answer: A

Explanation:

Since the Williamson Company is using the paired comparison method, each member of the sales job group will be compared with six other people. The paired comparison method requires every member of the job group to be compared to every other member. This means that each member of the Williamson Company's sales group will be compared to the other six members. The paired comparison method is a good way to rank employees systematically.

NEW QUESTION # 127

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