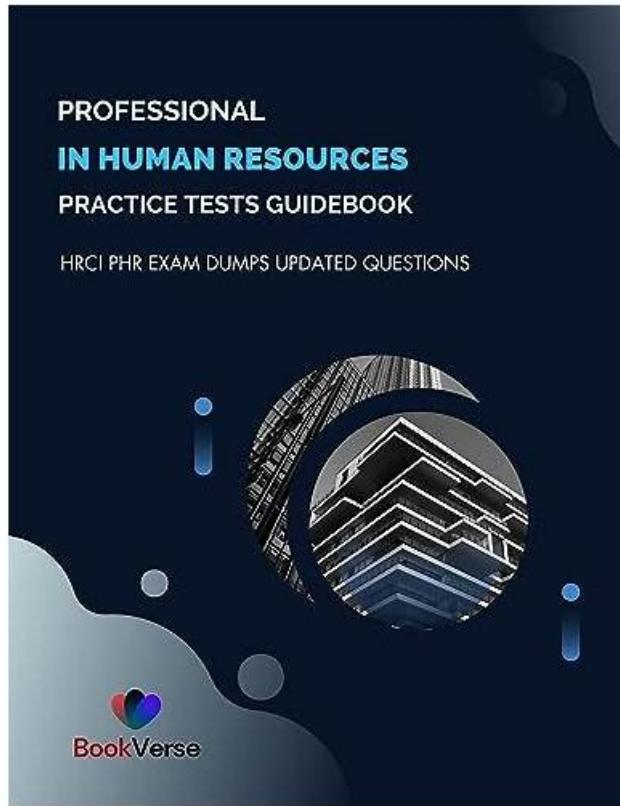


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## **HRCI Professional in Human Resources Sample Questions (Q24-Q29):**

### **NEW QUESTION # 24**

The HR Professional must take measures to ensure that he is involved with all areas of the HR Impact Model. What component of the HR Impact Model serves as the process integrator of all components?

- A. Programs and Processes
- B. Consultation
- C. HR Professional
- D. Catalyst

**Answer: D**

### **NEW QUESTION # 25**

Your organization is likely to be purchased by a competitor. The Management has asked you, in confidence, to complete environmental scanning to determine the effects of the purchase on your organization's culture, customers, and employees. What is environmental scanning?

- A. Environmental scanning is the process of assessing the effects of an organization change on both macro and micro elements in an organization.
- B. Environmental scanning is an internal review of an external catalyst.
- C. Environmental scanning is a review of the cultural achievability of a new project, organizational change, or market influence on at least three factors in an organization.
- D. Environmental scanning is a review of the opportunities and threats that a condition may have on an organization.

**Answer: D**

### **NEW QUESTION # 26**

Amy is a sales person for your company and she earns her pay based on commission. Amy's pay is known as variable pay or what other term?

- A. Base pay
- B. At risk pay
- C. Fixed pay
- D. Commission only

**Answer: B**

Explanation:

Explanation

### **NEW QUESTION # 27**

Heather's organization works with a labor union work force. Heather has heard rumors that the union has been trying to create a hot cargo agreement with a supplier. What is a hot cargo agreement?

- A. It's a threat that the union will slow down processing orders for non-union shops.
- B. It forces suppliers to join the union.
- C. It's an agreement that an employer will stop doing business with a non-union business.
- D. It's an agreement to rush orders for union-based businesses.

**Answer: C**

## NEW QUESTION # 28

Your organization has 80 full-time employees. Management has recently informed you that they have sold their business and they'll be releasing all employees in the organization. Based on the Worker Adjustment and Retraining Notification Act of 1988, how many days must management give in writing to the employees of this organization before the mass layoff?

- A. 120 days
- B. 60 days
- C. 30 days
- D. Zero days

**Answer: D**

## NEW QUESTION # 29

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