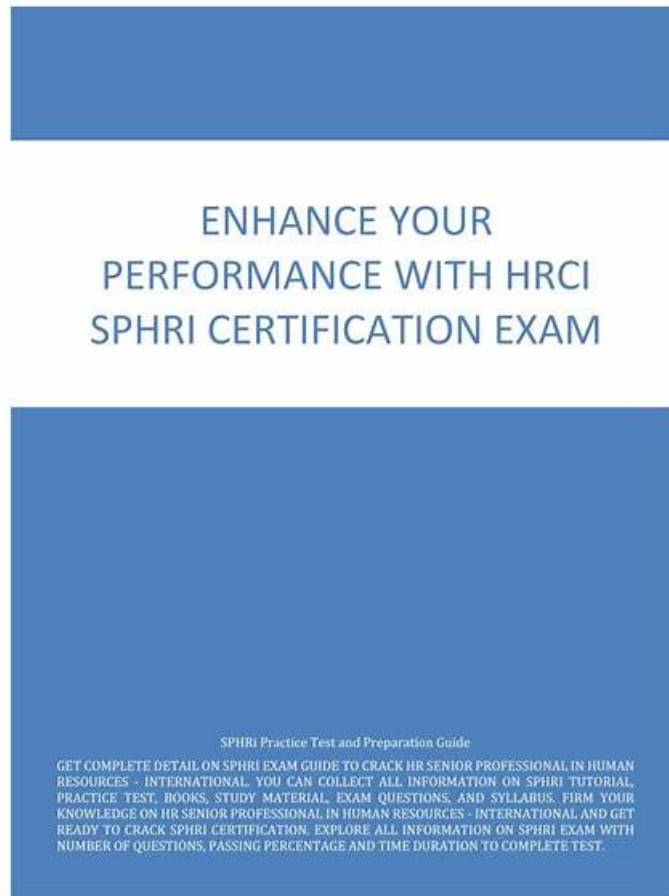


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## **HRCI Senior Professional in Human Resources - International Sample Questions (Q25-Q30):**

### **NEW QUESTION # 25**

According to Maslow's hierarchy, which needs must be met first?

- A. Safety needs
- B. Self-actualization needs
- **C. Physiological needs**
- D. Social needs

**Answer: C**

Explanation:

According to Maslow's hierarchy of needs, physiological needs must be met first.

Physiological needs are food, shelter, warmth, and water. Until they have been attained, a person cannot focus on higher needs.

According to Maslow, needs must be fulfilled in the following order:

physiological, safety, social, esteem, and self-actualization. Self-actualization is the need to express and evolve the personality.

### **NEW QUESTION # 26**

What task is performed by a leader compared to a manager?

- **A. Motivate the team to exceed benefits enrollment goals.**
- B. Design informational handouts to be distributed at the open enrollment benefits meetings.
- C. Schedule and plan the open enrollment benefits meetings.
- D. Organize speakers on health topics for the open enrollment benefits meetings.

**Answer: A**

Explanation:

A leader has a strategic vision. They motivate and encourage a team to reach and exceed goals. A manager focuses on transactional activities. They schedule, organize, plan, and compile resources.

### **NEW QUESTION # 27**

A data management company is looking to hire several new candidates who will be responsible for researching current data and cleaning up outdated files within the database.

The database clean-up will cover four separate departments within the company, so the new employees will be required to work with the heads of each of the department. Lydia, who is the human resources professional for the company, has been asked about which type of interview would be most effective for this position. Considering the job situation, what type of interview should Lydia recommend?

- **A. Panel**
- B. Stress
- C. Behavioral
- D. Patterned

**Answer: A**

Explanation:

Because the new employees will be working with the heads of several departments, the panel interview style is most effective when the job incumbent will be working with a variety of teams and/or managers. It enables each of the department heads to be there during the interview process.

A behavioral interview might be useful in some cases, but there is nothing specific about this case that would require candidates to indicate how their prior behavior would affect the current position. A patterned interview might be useful, but it will not necessarily be the most useful type of interview for this situation. A stress interview is unnecessary for this type of position (database

management),

#### NEW QUESTION # 28

Which of the following types of bargaining strategies between an employer and union employees is considered to be illegal?

- A. Lockout
- **B. Sit-down strike**
- C. Double breasting
- D. Distributive bargaining

**Answer: B**

Explanation:

While some types of strikes are fully legal, a sit-down strike is considered illegal. Double breasting is a reference to different types of businesses-one being union and the other being non-union-and it has no immediate connection to bargaining strategies, so answer choice A is incorrect. A lockout is the result of an employer stopping work indefinitely, but it is not a bargaining strategy, so answer choice B is incorrect. Distributive bargaining is simply a strategy an employer or union could take when compromising on bargaining issues, so answer choice C is incorrect.

#### NEW QUESTION # 29

When offering a job candidate a position, which of the following steps would come first?

- **A. Contingent job offer**
- B. Notifying non-selected candidates
- C. Written employment contract
- D. Pre-employment drug testing

**Answer: A**

Explanation:

Contingent job offers are the first possible step in the hiring process and should precede any pre-employment assessments that do not test a job candidate's abilities or fit for the position they are interviewing for. Pre-employment testing, such as a drug test, comes after a contingent job offer but before the formal employment contract or written job offer. Notifying non-selected candidates is an important step that can vary in its appropriate timing; however, in nearly all situations it is advisable to at least learn of the preferred candidate's answer to a contingent job offer prior to notifying non-selected candidates.

#### NEW QUESTION # 30

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