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HRCI Senior Professional in Human Resources - International Sample Questions (Q50-Q55):

NEW QUESTION # 50

A company operates in an area that is subject to a reoccurring tornado and earthquake risk. As part of their disaster preparedness plan, they set up an employee text alert system that will allow the company to quickly communicate information to all employees in case of emergency. What is this risk strategy called?

- A. Enhance
- **B. Mitigate**
- C. Transfer
- D. Alleviate

Answer: B

Explanation:

This is an example of risk mitigation. The company reduces the severity of the potential consequences by creating a plan to quickly communicate with employees and share information that will help keep them safe.

NEW QUESTION # 51

Which type of voluntary benefit program utilizes a typical pension plan in which the employer adds an established benefit to the plan when the employee retires?

- A. Defined contribution
- B. Benefit accrual plan
- **C. Defined benefit**
- D. Nonqualified plan

Answer: C

Explanation:

A typical pension plan is a type of defined benefit retirement plan that may be used by an organization. A typical pension is referred to as a defined benefit because the employer payouts for the plan are guaranteed once certain conditions are met, as opposed to a defined contribution plan (answer choice B) where it is only the contributions that are guaranteed - not the end result.

Answer choice A is incorrect because the benefit accrual plan is not a type of voluntary benefit plan.

Answer choice C is incorrect because the nonqualified plan provides benefits to specified employees (for example, executives) and shareholders.

NEW QUESTION # 52

Which of the following HRIS functions is the MOST impactful when reducing the transactional responsibilities for a human resources team?

- **A. Employee self-service**
- B. Performance management
- C. Training platform
- D. Data reporting and analytics

Answer: A

Explanation:

An Employee Self-Service (ESS) function with HRIS allows employees to perform transactional tasks for themselves instead of going through their manager or human resources representative. These tasks can include requesting time away from work, selecting benefits, updating personal data, filing expense reports, and more. The other functions listed can also help reduce the transactional responsibilities for a human resources team but still require intervention in the design, collection, and use of the other functions. Additionally, functions like training, performance management, and data analytics can play critical roles in the transformational side of human resources responsibilities.

NEW QUESTION # 53

During which phase of the strategic planning process would a SWOT analysis be most useful?

- A. Evaluation
- B. Adjustment
- C. Construction
- **D. Environmental scan**

Answer: D

Explanation:

A SWOT analysis would be most useful during the environmental scanning phase of the strategic planning process. During this phase, the strategy team tries to get the most accurate picture of the current state of the organization. A SWOT (strengths, weaknesses, opportunities, and threats) analysis is a common template for organizational self-assessment. It is a useful format because it requires planners to consider both internal (strengths and weaknesses) and external (opportunities and threats) factors.

NEW QUESTION # 54

The CHRO studies recent exit interviews and conducts a series of stay interviews that all point to a lack of management support. She is convinced that the managers would benefit from training but heard that the CEO does not want to spend money on training and development initiatives. What could the CHRO do to address the problems?

- A. Develop a cost-efficient employee engagement initiative to address low employee morale.
- **B. Use the data and insights gained to present a business case to the CEO indicating the**
- C. Meet with managers one-on-one to review the company's performance management
- D. Research literature on management best practices, provide it to the managers, and

Answer: B

Explanation:

The CHRO displays the ability to make critical evaluations by using the data and insights she gained to build a business case. A business case that is well-researched and backed up by solid data has the best potential to convince the CEO to invest in the necessary training and development for his managers. Properly trained managers will have a positive impact on the company's operations.

A cost-efficient employee engagement initiative, one-on-one meetings, and literature for self-study can be quick fixes in the interim. However, they do not adequately address the manager's training needs.

NEW QUESTION # 55

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