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HRCI Professional in Human Resources Sample Questions (Q103-Q108):

NEW QUESTION # 103

Henry is the HR Professional for his organization and he's discussing the status of Amy's employment. Amy earns \$87,500 per year and receives a paycheck via direct deposit every two weeks. Amy was hired under the offer of a salary position, but she feels that she is working far more than the agreed 40 hours per week. Based on these scenarios, do you believe Amy is exempt or non-exempt?

- A. Amy is exempt because she is paid on a salary basis.
- B. Amy is not exempt because she is working more than ten percent of her total agreed hours per week.
- C. Amy is exempt because she earns more than \$1,000 per week.
- D. Amy is not exempt because she is offered bonuses as part of her pay.

Answer: A

NEW QUESTION # 104

John earns \$45,200 per year as a mechanic in your organization. The \$42,500 per year does not include earnings John may have through shift differentials, benefits, overtime, incentives, and bonuses. Which one of the following terms best describes the \$45,200 per year that John earns?

- A. Hygiene factor pay
- **B. Base pay**
- C. Variable pay
- D. Market-demand pay

Answer: B

NEW QUESTION # 105

Your organization has created an affirmative action plan which includes an internal audit and reporting system. According to the Department of Labor there are four actions which should be included in the internal audit and reporting system to be effective. Which of the following is not one of the Department of Labor recommended actions for the internal audit and reporting system?

- A. Review report resources with all levels of management.
- B. Monitor records of all personnel activity at all levels to ensure that nondiscriminatory policy is enforced.
- C. Require internal reporting on a schedule basis as to the degree to which equal employment opportunity and organizational objectives are attained.
- **D. Post the findings of the internal audit and reporting system for all employees to review.**

Answer: D

NEW QUESTION # 106

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?

- A. W Edwards Deming
- B. Allen A Kennedy
- C. Frederick Herzberg
- **D. Edgar Schein**

Answer: D

NEW QUESTION # 107

Consider your role as a HR Professional in your organization. In your duties you're to keep abreast of market trends, practices in HR, employee attitudes, and your business needs. What component of the HR Impact Model is addressed in this situation?

- A. Consultation
- **B. Catalyst**
- C. Policies and procedures
- D. Programs and processes

Answer: B

NEW QUESTION # 108

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