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HRCI Senior Professional in Human Resources - International Sample Questions (Q51-Q56):

NEW QUESTION # 51

Which of the following is a provision of the Fair Labor Standards Act of 1938?

- A. Children may work unlimited hours, provided working conditions are safe.
- B. The maximum work week is 45 hours.
- C. All previous compensation laws are obsolete.
- D. Overtime pay must be 1.5 times the normal hourly wage.

Answer: D

Explanation:

One provision of the Fair Labor Standards Act of 1938 is that overtime pay must be 1.5 times the normal hourly wage. Employers may give compensatory time off in lieu of overtime pay. An employee should receive 1.5 times as much compensatory time off as he has worked in overtime.

The FLSA established that children may only work limited hours, that the maximum work week is 40 hours, and that some previous compensation laws remain valid.

NEW QUESTION # 52

What is a common reason behind an employee's resistance to change?

- A. Worry that change will result in unexpected costs
- B. Belief that change is not possible
- C. Because it is outside of the employee's comfort zone
- D. Fear that he or she will not be able to meet new performance expectations

Answer: C

Explanation:

One common reason an employee might express resistance to change is that he fears new and unfamiliar processes that are outside of his comfort zone. This is called the fear of the unknown.

NEW QUESTION # 53

When performing a job evaluation, which three factors does the HAY system use to classify jobs?

- A. Knowledge, skill, and ability
- B. Knowledge, experience, and seniority
- C. Knowledge, skill, and responsibility
- D. Knowledge, accountability, and problem solving

Answer: D

Explanation:

The HAY system classifies jobs according to knowledge, accountability, and problem solving. This system, which was developed in 1943, is a form of point factor grading. A job's accountability is the degree to which other members of the organization rely on that employee.

NEW QUESTION # 54

Which of the following is NOT considered a voluntary benefit that employers may provide for employees?

- A. Medicare
- B. Life insurance
- C. Vision insurance
- D. Short-term disability insurance

Answer: A

Explanation:

Medicare is not a voluntary benefit; in other words, employers must provide it. Short-term disability insurance, vision insurance, and life insurance are all considered voluntary benefits that the employer may choose, or not choose, to offer.

NEW QUESTION # 55

When Jared takes over a supervisory position in the marketing department, he tries to set a good example for his subordinates. He recognizes that there are already strong creative partnerships within the department, so he tries to foster even more cooperation. What style of leadership is Jared practicing?

- A. Transformational leadership
- B. Coaching
- C. c, Democratic leadership
- D. Authoritarian leadership

Answer: A

Explanation:

Jared is practicing transformational leadership. A transformational leader capitalizes on the good relationships in the group and acts more as a model than a guide. Transformational leaders create an environment in which employees can improve themselves. Authoritarian leadership practices a rigid top-down approach to management. Coaching helps to develop the employee in both professional and personal goals. Democratic leadership seeks to make the voice of the team heard and equally impactful in the final decisions.

NEW QUESTION # 56

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