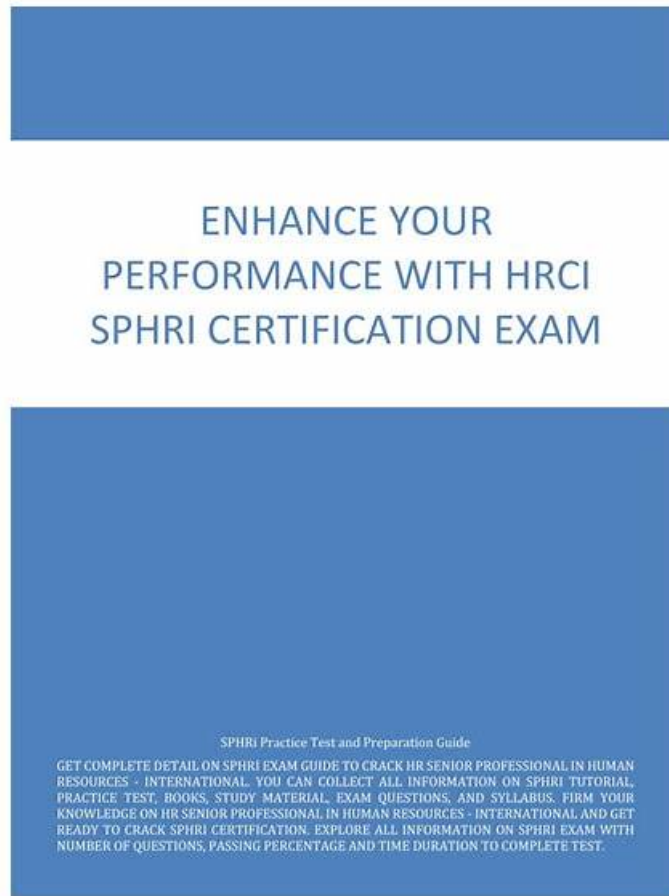


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HRCI Senior Professional in Human Resources - International Sample Questions (Q185-Q190):

NEW QUESTION # 185

A new employee enters the training room and notices that the seats have been arranged in a banquet style. What can the new employee expect to do during the training session?

- A. Watch a video.
- B. Fill out a questionnaire.
- **C. Work in a small group.**
- D. Take notes.

Answer: C

Explanation:

The new employee can expect to work in a small group during the training session. In banquet-style seating, participants are placed in small groups around several tables. They will be able to turn and face a single presenter if necessary, but they will probably be spending most of their time interacting with their tablemates.

NEW QUESTION # 186

In the view of the Office of Federal Contract Compliance Programs, what is the best source for data related to employee race and ethnicity?

- **A. Self-reporting**
- B. Birth certificates
- C. Employer judgment
- D. Census forms

Answer: A

Explanation:

The Office of Federal Contract Compliance Programs prefers that data related to employee race and ethnicity be generated by self-reporting. In other words, it is best if employees indicate their own race or ethnicity, as often happens during the hiring process. Self-reported data is more accurate and is less likely to be influenced by a desire to demonstrate diversity.

NEW QUESTION # 187

Polygraph testing for employment falls under which of the following federal departments?

- A. Department of Justice
- B. Federal Trade Commission
- C. USCIS
- **D. Department of Labor**

Answer: D

Explanation:

While polygraph testing might have the goal of "justice" in mind, it actually falls under the Department of Labor. The Federal Trade Commission governs fair credit reviews, while the USCIS (or the United States Citizenship and Immigration Services) governs immigration laws. For employers, the Department of Justice is involved in privacy laws that apply to employees.

NEW QUESTION # 188

A small restaurant is looking for a new short order cook. Because the job requires that the individual be able to work quickly and efficiently, the restaurant presents candidates with a pre-employment test that will measure how well each completes a variety of food preparation tasks. Which of the following types of tests would be most appropriate?

- **A. Psychomotor Assessment Test**
- B. Physical Assessment Test
- C. Aptitude Test
- D. Cognitive Ability Test

Answer: A

Explanation:

A psychomotor assessment test is useful for measuring a candidate's motor skills in completing certain tasks. A short order cook would need to be able to prepare food quickly and efficiently, so such a test would be appropriate in this case. A cognitive ability test focuses more on a candidate's problem-solving and analytical skills. A physical assessment test measures whether or not a candidate is physically able to handle certain tasks. (For example, working for a delivery company might require the physical ability to lift and carry heavy objects; a physical assessment test would be appropriate in such a situation.) An aptitude test measures basic skills such as typing, reading, or calculating simple math problems.

NEW QUESTION # 189

The EEO-I report must be completed on or before which date each year?

- **A. September 30**
- B. April 1
- C. January 31
- D. June 15

Answer: A

Explanation:

The EEO-I report must be completed on or before September 30 of each year (as this reflects the federal fiscal calendar). The other dates-January 31, April 1, and June 15-all reflect possible times for submitting the report, if viewed as falling "before" September 30, but they do not reflect the required date. Also, it is unlikely that any human resources professional would submit the report on these dates. It is far more likely that the report will be completed and submitted closer to the required date.

NEW QUESTION # 190

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