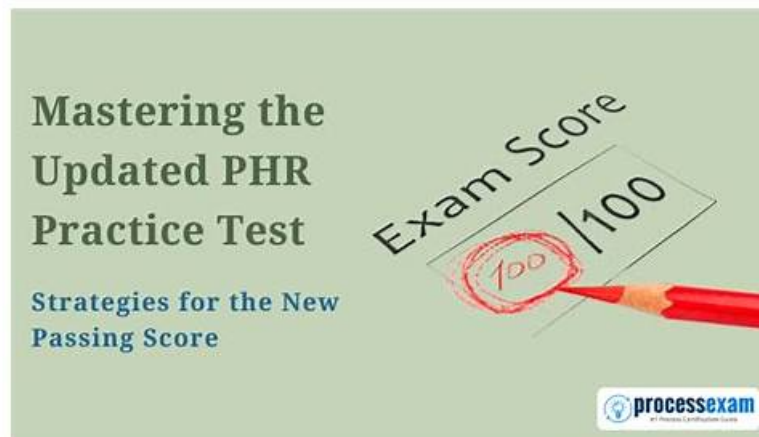


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HRCI Professional in Human Resources Sample Questions (Q54-Q59):

NEW QUESTION # 54

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position. One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A. Accommodation
- B. Perpetuating past discrimination
- C. Disparate impact
- D. Disparate treatment

Answer: D

NEW QUESTION # 55

Which one of the following is the best example of a disparate treatment of discrimination?

- **A. The meeting minutes will be kept by female members of the project team because they have neater handwriting.**
- B. All project team members are asked to take turns keeping meeting minutes in a rotation.
- C. The meeting minutes will be kept by both men and women in a rotation.
- D. All junior project team members are required to take turns keeping meeting minutes in a rotation.

Answer: A

NEW QUESTION # 56

Your organization will be using the factor comparison technique in their evaluations of job performance.

You need to communicate what the factor comparison technique accomplishes as you're the HR Professional for your organization.

Which of the following best describes the factor comparison technique?

- A. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job. A monetary value is assigned for each factor to determine its worth. Based on performance, historical information, and value this approach determines the importance and value of each job.
- **B. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job. A monetary value is assigned for each factor to determine its worth. Based on performance, historical information, and value this approach determines a pay rate for each job.**
- C. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job.
- D. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job. A monetary value is assigned for each factor to determine its worth. Based on performance, historical information, and value this approach determines a bonus structure for each job.

Answer: B

NEW QUESTION # 57

Your organization has 80 full-time employees. Management has recently informed you that they have sold their business and they'll be releasing all employees in the organization. Based on the Worker Adjustment and Retraining Notification Act of 1988, how many days must management give in writing to the employees of this organization before the mass layoff?

- **A. Zero days**
- B. 60 days
- C. 120 days
- D. 30 days

Answer: A

NEW QUESTION # 58

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

- A. Portal-to-Portal Act
- B. Fair Labor Standards Act
- **C. Walsh-Healey Public Contracts Act**
- D. Davis-Bacon Act

Answer: C

NEW QUESTION # 59

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