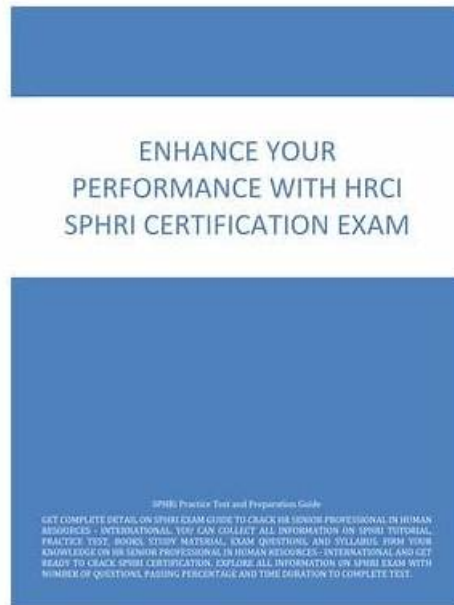


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## HRCI Senior Professional in Human Resources - International Sample

## Questions (Q75-Q80):

### NEW QUESTION # 75

Which word best characterizes employee movement in the team-based model of career development?

- A. Upward
- B. Static
- C. Frequent
- **D. Lateral**

**Answer: D**

Explanation:

In a team-based model of career development, employee movement is generally lateral. The members of a work team are on the same level, so position change is not generally considered as promotion or demotion. Some organizations encourage this sort of lateral movement because it gives employees a broader set of skills and reduces burnout.

### NEW QUESTION # 76

In a collective bargaining agreement, which clause requires all new employees to join the union within a defined interval?

- A. Maintenance of membership clause
- **B. Union shop clause**
- C. Closed shop clause
- D. Contract administration clause

**Answer: B**

Explanation:

In a collective bargaining agreement, a union shop clause requires all new employees to join the union within a defined interval. In all industries except construction, this interval must be at least thirty days. In construction, it must be at least a week. A maintenance of membership clause requires employees who choose to join the union to remain enrolled until the union contract expires. However, this clause does not force employees to join the union in the first place. A closed shop clause requires any new employees to join the union. A contract administration clause contains all the administrative details.

### NEW QUESTION # 77

As he arrives at work, Sven accidentally bumps into a tree when driving in the company parking lot. He experiences some neck pain later in the day. Is this a work-related injury?

- **A. No, injuries sustained in vehicle accidents on company property before or after work are**
- B. Yes, because the accident took place on company property.
- C. No, because Sven had not yet clocked in.
- D. Yes, because the symptoms emerged at work

**Answer: A**

Explanation:

This is not considered a work-related injury because vehicle accidents that occur on company property are not considered work-related under the Occupational Health and Safety Act.

If Sven had sustained this injury while driving somewhere in a company vehicle or in the pursuit of company business, the accident would be considered work-related.

### NEW QUESTION # 78

What should organizational and employee development (OED) specialists be aware of during the entire OED process?

- A. Institutionalized practices
- **B. Employees' emotional reactions**
- C. Organizational structure
- D. Leadership succession plans

**Answer: B**

Explanation:

During the entire OED (organizational and employee development) process, the specialists should be aware of the employees' emotional reactions to proposed and implemented changes.

They should also find ways to improve their ability to adapt to the changes.

### NEW QUESTION # 79

The CEO asks the CHRO to find out if the workers' current pay rates violate the host country's laws, planning to keep pay rates the same if they are not unlawful. The CHRO determines that the current pay rates are not in violation of the host country's laws. However, they do violate the company's ethics policy. What should he do?

- A. Develop a step-rate pay system that gradually increases the host country's employees' pay rates.
- B. Rewrite the company's ethics policy to accommodate the host country's compensation laws.
- C. Advise the CEO that the host country's employees should be paid a living wage that meets
- D. Explain to the CEO that the host country's employees should be paid the same as their US counterparts.

**Answer: C**

Explanation:

The CHRO demonstrates ethical competence by advising the CEO to act in accordance with the company's ethics policy. Increasing the pay rates gradually could be a possible consequence, but the company could also decide to implement a different pay system. A fair living wage in the host country is likely to be different than current US pay rates. The company's ethics policy should not be rewritten in response to this situation.

### NEW QUESTION # 80

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