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HRCI Senior Professional in Human Resources - International Sample Questions (Q156-Q161):

NEW QUESTION # 156

Which of the following human resources audits would be most effective for assessing the performance and efficiency of payroll procedures?

- A. Functional audit
- B. Compliance audit
- C. Strategic audit
- D. Handbook audit

Answer: A

Explanation:

A functional audit (also known as a function-specific audit) hones in on specific human resources functions, such as payroll, performance management, or recruiting, to assess processes and outcomes. A compliance audit assesses business practices and policies within federal, state, and local government regulations. A handbook audit assesses the accuracy, relevance, and awareness of an organization's employee handbook. A strategic audit assesses the alignment of human resources practices and systems with the overarching organizational strategy.

NEW QUESTION # 157

Which of the following types of bargaining strategies between an employer and union employees is considered to be illegal?

- A. Sit-down strike
- B. Double breasting
- C. Lockout
- D. Distributive bargaining

Answer: A

Explanation:

While some types of strikes are fully legal, a sit-down strike is considered illegal. Double breasting is a reference to different types of businesses-one being union and the other being non-union-and it has no immediate connection to bargaining strategies, so answer choice A is incorrect. A lockout is the result of an employer stopping work indefinitely, but it is not a bargaining strategy, so answer choice B is incorrect. Distributive bargaining is simply a strategy an employer or union could take when compromising on bargaining issues, so answer choice C is incorrect.

NEW QUESTION # 158

Based on federal recommendations, for how long should OSHA forms be retained by an employer?

- A. 5 years
- B. 2 years
- C. 7 years
- D. 3 years

Answer: A

Explanation:

Federal recommendations state that employers should retain OSHA forms for a minimum of 5 years. Retaining forms for 2 or 3 years is too brief. Forms may certainly be retained for 7 years, but this exceeds the minimum federal recommendations.

NEW QUESTION # 159

In B.F. Skinner's theory of Operant Conditioning (1957), he provided a list of four strategies for behavioral intervention: positive reinforcement, negative reinforcement, punishment, and which of the following?

- A. Termination
- B. Encouragement
- C. **Extinction**
- D. Actualization

Answer: C

Explanation:

The fourth of B.F. Skinner's strategies is extinction. The other answer choices-termination, encouragement, and actualization-are not specific strategies laid out by Skinner but rather might fall under the four he did describe. Positive reinforcement is a strategy in which desired behavior is rewarded positively. Negative reinforcement is a strategy in which desired behavior is rewarded by removing a negative state or condition. Punishment is similar to the two reinforcement strategies but is designed in a way to eliminate and undesired behavior. Extinction is a measure of how long a behavior will persist without reinforcement.

NEW QUESTION # 160

Which component of an affirmative action plan provides demographic information for the labor market related to each job group?

- A. **Determination of availability**
- B. Comparison of incumbency to availability
- C. Job group analysis
- D. Organizational profile

Answer: A

Explanation:

In an affirmative action plan, the determination of availability provides demographic information for the labor market related to each job group. Specifically, this part of the affirmative action plan indicates how many women and minorities are available to fill positions in each job group. A determination of availability should include internal and external candidates. A job group analysis indicates how the business categorizes various positions. The comparison of incumbency to availability calculates the company's success at employing minorities compared with the job market as a whole. Finally, the organizational profile is a simple list of the positions within the business.

NEW QUESTION # 161

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