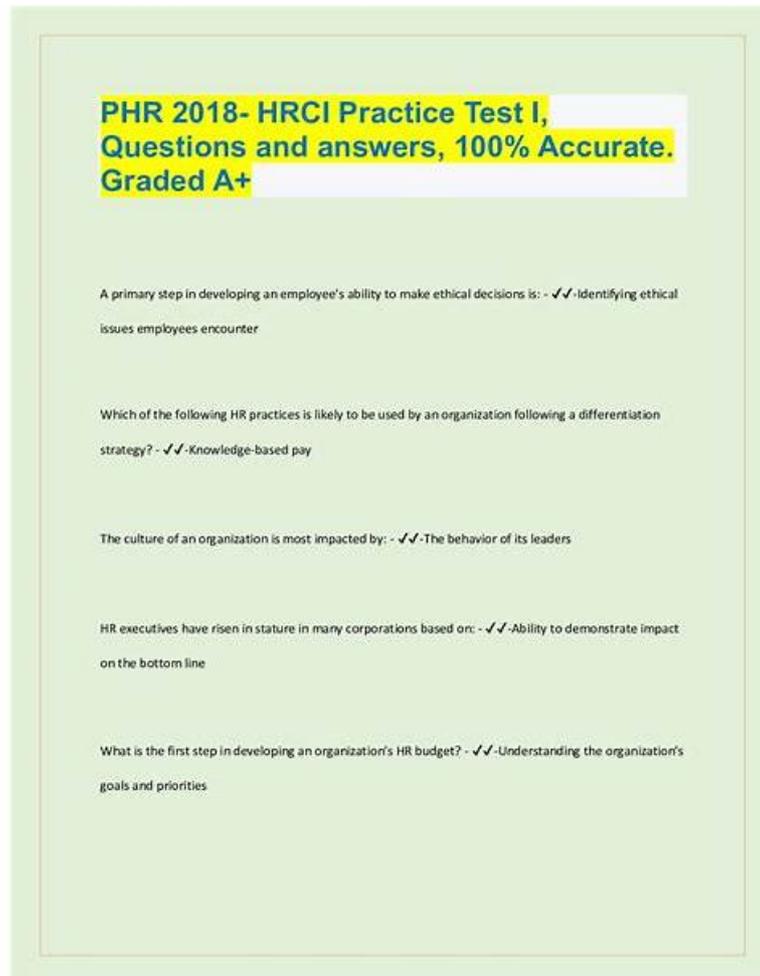


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## HRCI Professional in Human Resources Sample Questions (Q75-Q80):

### NEW QUESTION # 75

Consider your role as a HR Professional in your organization. In your duties you're to keep abreast of market trends, practices in HR, employee attitudes, and your business needs. What component of the HR Impact Model is addressed in this situation?

- A. Programs and processes
- B. Consultation
- C. Policies and procedures
- D. Catalyst

**Answer: D**

### NEW QUESTION # 76

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A. This is an example of an exception by bonafide occupational qualification to the Title VII of the Civil Rights Act of 1964
- B. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- C. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company
- D. This is an example of a violation of the Title VII of the Civil Rights Act of 1964

**Answer: A**

### NEW QUESTION # 77

Jennifer is the HR Professional for her organization. Her supervisor, Dan, has asked Jennifer to find the Compa-ratio for Sam. Sam earns \$40,000 as a mechanic, but the midpoint for a mechanic is actually \$50,000.

What is the Compa-ratio for Sam?

- A. \$10,000
- B. 125 percent
- C. -\$10,000
- D. 80 percent

**Answer: D**

### NEW QUESTION # 78

Which of the following are types of training evaluation? Each correct answer represents a complete solution. Choose all that apply.

- A. Testing
- B. Learning
- C. Behavior
- D. Reaction
- E. Results

**Answer: B,C,D,E**

### NEW QUESTION # 79

When union activity occurs in an organization, which is the best action for a supervisor to take?

