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HRCI HR Senior Professional in Human Resources - International Certification Practice Exam

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## HRCI Senior Professional in Human Resources - International Sample Questions (Q275-Q280):

NEW QUESTION # 275

Which piece of legislation declared that back pay awards cannot be a part of compensatory damages but instead must be paid in addition to applicable compensatory damages?

- **A. Civil Rights Act of 1991**
- B. Equal Employment Opportunity Act of 1974
- C. Americans with Disabilities Act of 1990
- D. Civil Rights Act of 1964

**Answer: A**

Explanation:

The Civil Rights Act of 1991 declared that back pay awards cannot be a part of compensatory damages and introduced emotional stress damages as a potential outcome. This act also made it illegal for businesses to claim that discriminatory practices were somehow necessary to their operations. This act also directly prohibited all racial harassment, whereas earlier legislation had limited its scope to hiring practices.

#### **NEW QUESTION # 276**

In which type of dispute resolution do both parties agree to accept whatever decision is reached by the third-party judge?

- A. Constructive confrontation
- B. Ad hoc arbitration
- **C. Binding arbitration**
- D. Compulsory arbitration

**Answer: C**

Explanation:

In binding arbitration, both parties agree to accept whatever decision is reached by the third-party judge. Compulsory arbitration, meanwhile, exists when the terms of a contract dictate that any future disputes will be settled through arbitration. Constructive confrontation is a system for handling disputes within an organization, usually by dividing them into their central and peripheral elements. Ad hoc arbitration is a one-time dispute resolution aimed at handling one particular problem.

#### **NEW QUESTION # 277**

What is the established radius for which FMLA applies to employees working for private employers?

- **A. 75 miles**
- B. 85 miles
- C. 30 miles
- D. 50 miles

**Answer: A**

Explanation:

According to FMLA rules, the established radius for employees in private businesses (as opposed to state or federal agencies) is 75 miles.

#### **NEW QUESTION # 278**

Which of the following pre-selection assessments would be most appropriate to utilize when selecting candidates for a team that will be managing a new computer system?

- A. Cross-cultural assessment tool
- B. Personality test
- **C. Aptitude test**
- D. Cognitive ability test

**Answer: C**

Explanation:

Aptitude tests assess a candidate's abilities, skills, or ability to learn new tasks. In a situation where an employee is being hired to manage a new computer system, an aptitude test may help identify the candidate who will be best suited to learning the new system while also learning about a new team and new organization. Cross-cultural assessment tools test a candidate's familiarity with and agility among different demographics of people or places and may be useful for a position being hired within a global company/environment. Cognitive ability tests assess a candidate's raw intelligence and may be useful for a position that requires certain skills, knowledge, or reasoning abilities. Personality tests measure more personal characteristics, such as attitudes, emotional responses, and motivations. It is important to note that the use of a personality test in pre-employment screening may be perceived as an invasion of privacy or discriminatory in nature if it does not apply to the job responsibilities.

#### NEW QUESTION # 279

In Vroom's expectancy theory, what is the name for the reasoned decision to work?

- **A. Valence**
- B. Proclivity
- C. Instrumentality
- D. Expectancy

**Answer: A**

Explanation:

In Victor Vroom's expectancy theory, the reasoned decision to work is called valence.

According to this theory, people make a rational calculation of the reward they anticipate receiving in exchange for doing some amount of work. If this reward is deemed sufficient, the person will do the work. Expectancy is the initial assessment of whether the work can be done. Instrumentality is the assessment of the reward.

#### NEW QUESTION # 280

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