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HRCI Professional in Human Resources Sample Questions (Q31-Q36):

NEW QUESTION # 31

You are a HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. One of the requirements in the interview process

for a graphic designer is, for the graphic designer to use a software program and to create a simple brochure. This is an example of what type of validity?

- A. Predictive validity
- B. Construct-related validity
- **C. Content validity**
- D. Criterion-related validity

Answer: C

NEW QUESTION # 32

Your organization has created an affirmative action plan which includes an internal audit and reporting system. According to the Department of Labor there are four actions which should be included in the internal audit and reporting system to be effective. Which of the following is not one of the Department of Labor recommended actions for the internal audit and reporting system?

- A. Monitor records of all personnel activity at all levels to ensure that nondiscriminatory policy is enforced.
- B. Review report resources with all levels of management.
- **C. Post the findings of the internal audit and reporting system for all employees to review.**
- D. Require internal reporting on a schedule basis as to the degree to which equal employment opportunity and organizational objectives are attained.

Answer: C

NEW QUESTION # 33

Mike is the HR Professional for his organization and he's documenting the relationship of contractors and employees in the organization. Mike is focusing on the control aspects as provided by the Internal Revenue Service. What aspect of the contractor control aspect is best described as how the business pays the worker?

- A. Contractual relationship
- B. Type of relationship
- C. Behavioral control
- **D. Financial control**

Answer: D

NEW QUESTION # 34

Fred is a union employee who has been summoned by the management to an investigatory hearing regarding his conduct. Fred would like to have a union representative with him at the meeting. What is the name of the right that allows Fred to have a union representative with him at the meeting?

- A. Bumping Right
- **B. Weingarten Right**
- C. Management Rights
- D. Right of Way

Answer: B

NEW QUESTION # 35

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which one of the following is not one of the four dimensions of organizational culture?

- A. Rites and Rituals
- B. Values
- C. Heroes
- **D. Joy**

Answer: D

NEW QUESTION # 36

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