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HRCI Senior Professional in Human Resources - International Sample

Questions (Q238-Q243):

NEW QUESTION # 238

Which of the following statements about payroll systems is FALSE?

- A. Payroll systems must maintain employee confidentiality.
- B. Payroll systems must monitor tax payments.
- C. Large companies often develop their own payroll software.
- D. Payroll systems are always the responsibility of the human resources department.

Answer: D

Explanation:

Payroll systems are not always the responsibility of the human resources department. In some organizations, payroll is handled by the finance department. The other answer choices are true statements.

NEW QUESTION # 239

To convey the initial message and all subsequent communication, your plan is to issue updates through a variety of mediums. What technique would likely be the LEAST effective method of relaying important information to employees?

- A. Sending emails
- B. Attending department-wide meetings and giving verbal updates
- C. Mailing out a printed newsletter to employees' homes
- D. Posting updates on an electronic bulletin board

Answer: C

Explanation:

Given the fact that this is a high-tech digital company, a printed newsletter would likely be the least effective. Newsletters mailed to employee's homes are generally best for messages that need to be delivered to employee's spouses and/or family members, such as open enrollment for benefits or retirement plan updates.

NEW QUESTION # 240

The WARN Act was designed to do which of the following?

- A. Establish rights for employees who have been laid off.
- B. Provide new positions for employees that have been laid off.
- C. Mandate full severance pay for those who have been laid off.
- D. Prevent massive lay-offs that disrupt the economy.

Answer: A

Explanation:

The WARN Act is the Worker Adjustment and Retraining Notification Act, which was designed to establish certain rights for workers who have been laid off. Answer choice A is incorrect because the act was certainly not designed to prevent massive lay-offs but rather to give workers "adjustment and retraining" in the event of massive lay-offs. Answer choice B is incorrect because the act cannot necessarily provide new positions for workers who have been laid off. And answer choice D is incorrect because the act doesn't mandate severance pay for those who have been laid off.

NEW QUESTION # 241

For how long after Department of Labor filing must ERISA records be maintained by a business?

- A. 3 years
- B. 6 years
- C. 5 years
- D. 4 years

Answer: B

Explanation:

ERISA records must be maintained for six years beyond the filing date with the Department of Labor. All other answer choices (three/four/five years) are too low: ERISA records must be maintained for the minimum of six years.

NEW QUESTION # 242

Which of the following is NOT considered one of the criteria under which the NLRB recognizes a successor employer, or a new employer, who has taken over a company?

- **A. Assimilating all employees under the previous employer into the company**
- B. Establishing a clear agreement with the previous employer
- C. Demonstrating a clear parallel in the products and procedures of the company
- D. Indicating a significant continuity in standard business activities

Answer: A

Explanation:

Among the criteria under which the NLRB recognizes a successor employer, or a new employer who has taken over a company, are the following: indicating a significant continuity in standard business activities, establishing a clear agreement with the previous employer, and demonstrating a clear parallel in the products and procedures of the company. The NLRB also recognizes a successor employer as one who assimilates a reasonable number of employees from under the previous employer, but the successor employer is not necessarily expected to assimilate all employees.

NEW QUESTION # 243

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