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global HR landscape and is equipped to develop and implement HR policies and programs that are aligned with the organization's strategic goals. Senior Professional in Human Resources - International certification is also an indication of the holder's commitment to ongoing professional development and staying up-to-date with the latest trends and best practices in HR.

RCI Senior Professional in Human Resources - International Sample Questions (Q83-Q88):

NEW QUESTION # 83

Which of the following OSHA forms is the Summary of Work-Related Injuries and Illnesses?

- A. OSHA Form 300A
- B. OSHA 300
- C. OSHA Form 301
- D. OSHA Form 301A

Answer: A

Explanation:

OSHA Form 300A is the Summary of Work-Related Injuries and Illnesses. OSHA Form 300 is the Log of Work-Related Injuries and Illnesses. OSHA Form 301 is the Injury and Illness Incident Report. OSHA Form 301A does not exist.

NEW QUESTION # 84

Which of the following types of deferred compensation plans is considered "portable" because employees can remove the money from the plan and convert the payment into other forms?

- A. Cash balance
- B. Profit-sharing
- C. Money purchase
- D. Target benefit

Answer: A

Explanation:

A cash balance plan is considered "portable" because employees can remove the money from the plan and convert the payment into other forms. A profit-sharing plan, also known as a discretionary contribution plan, is considered to be best in a company that has highly variable annual profits. A money purchase plan offers employees a fixed annual percentage and thus is best in a company that has fairly consistent annual earnings. A target benefit plan uses actuarial formulas to determine how much an employee will receive toward retirement.

NEW QUESTION # 85

OSHA forms require privacy standards to protect employee records. Apart from the employee's specific request, in which of the following cases would it be legally advisable to label the employee's file with a case number instead of the employee's name on OSHA Form

- A. An employee develops hepatitis in the workplace
- B. An employee receives a head injury in the workplace
- C. An employee develops the flu after receiving a flu vaccine in the workplace
- D. An employee develops food poisoning in the workplace

Answer: A

Explanation:

Given the sensitive nature of the disease, the contraction of hepatitis, even in the workplace, would be grounds for the employer to use a case number instead of the employee's name. Unless an employee specifically requests a case number, there is no need to assign one to a case file in any of the following situations: an employee contracts the flu after receiving a flu vaccine in the workplace, an employee develops food poisoning in the workplace, or an employee receives a head injury in the workplace.

NEW QUESTION # 86

When offering a job candidate a position, which of the following steps would come first?

- A. Pre-employment drug testing
- B. Written employment contract
- C. Notifying non-selected candidates
- D. Contingent job offer

Answer: D

Explanation:

Contingent job offers are the first possible step in the hiring process and should precede any pre-employment assessments that do not test a job candidate's abilities or fit for the position they are interviewing for. Pre-employment testing, such as a drug test, comes after a contingent job offer but before the formal employment contract or written job offer. Notifying non-selected candidates is an important step that can vary in its appropriate timing; however, in nearly all situations it is advisable to at least learn of the preferred candidate's answer to a contingent job offer prior to notifying non-selected candidates.

NEW QUESTION # 87

Which of the following is a strategic function of the human resources department?

- A. Recruiting new employees
- B. Keeping employee data confidential
- C. Creating retention plans
- D. Ensuring compliance with federal regulations

Answer: C

Explanation:

Creating retention plans is a strategic function of the human resources department. This activity is considered strategic because it is concerned with maintaining an optimal workforce over the long term. Recruiting new employees is more of an operational function, in that it is a practical application of the organization's strategic planning. Ensuring compliance with federal regulations and maintaining the confidentiality of employee data are considered administrative functions, because they are part of the normal course of business for a human resources department.

NEW QUESTION # 88

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