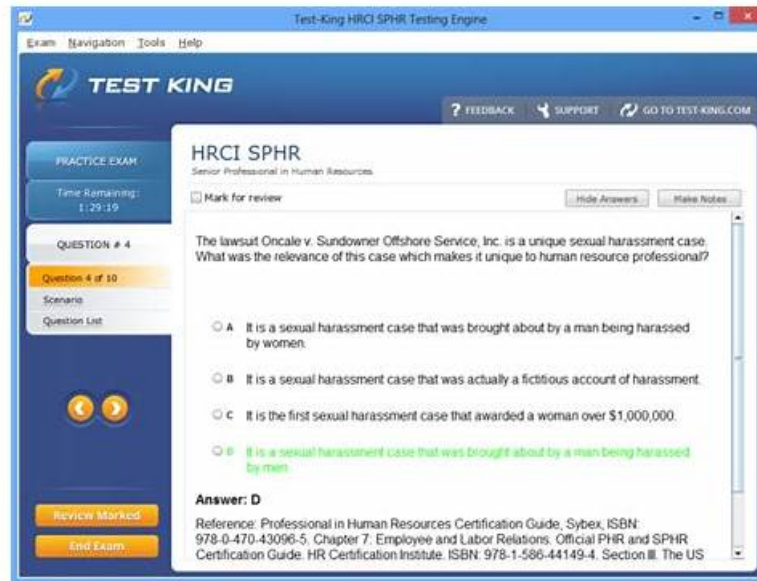


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HRCI Senior Professional in Human Resources - International Sample Questions (Q21-Q26):

NEW QUESTION # 21

Which HR function is responsible for managing employee relations and resolving conflicts in the workplace?

Response:

- A. Compensation and benefits
- **B. Employee relations**
- C. Training and development
- D. Recruitment and selection

Answer: B

NEW QUESTION # 22

What is the model of transactional leadership characterized by?

- A. Working to change the organization with innovation and new ideas
- B. Leaders "serving" their employees
- **C. Rewarding high performers with tangible rewards**
- D. Giving authoritative direction and demanding excellence

Answer: C

Explanation:

Transactional leadership is a style of leadership that is objective driven, in which leaders incentivize wanted behavior with tangible rewards and discourage unwanted behavior with punishment. Transactional leadership is an opposing model from transformational leadership, in which leaders look to inspire and motivate to change the status quo. Transactional leadership is best in the instance of emergency operations or when there is a high-priority objective.

NEW QUESTION # 23

Which of the following would reduce information overload during orientation?

- A. Conducting the program in one installment rather than in a series of meetings
- B. Preventing open-ended discussion after presentations
- **C. Handing out documents supplementary to lecture material**
- D. Focusing on the positive aspects of the organization

Answer: C

NEW QUESTION # 24

Which of the following is a provision of the Fair Labor Standards Act of 1938?

- **A. Overtime pay must be 1.5 times the normal hourly wage.**
- B. All previous compensation laws are obsolete.
- C. The maximum work week is 45 hours.
- D. Children may work unlimited hours, provided working conditions are safe.

Answer: A

Explanation:

One provision of the Fair Labor Standards Act of 1938 is that overtime pay must be 1.5 times the normal hourly wage. Employers may give compensatory time off in lieu of overtime pay. An employee should receive 1.5 times as much compensatory time off as he has worked in overtime.

The FLSA established that children may only work limited hours, that the maximum work week is 40 hours, and that some previous compensation laws remain valid.

NEW QUESTION # 25

The Latin phrase respondeat superior translates to which of the following?

- A. With connected strength
- B. Thrown to the lions

- C. Friend of the court
- **D. Let the master answer**

Answer: D

Explanation:

The Latin phrase *respondere superior* translates to mean "let the master answer" and suggests that companies have a measure of responsibility for employee actions, if employee actions result from job responsibilities. A human resources professional may see this used if a manager is accused of discriminatory practices and the employer as a whole is held liable for the manager's actions. The phrase "friend of the court" comes from the Latin *amicus curiae*. The phrase "with connected strength" comes from the Latin *coniunctis viribus*. The phrase "thrown to the lions" comes from the Latin *damnatio ad bestias*.

NEW QUESTION # 26

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