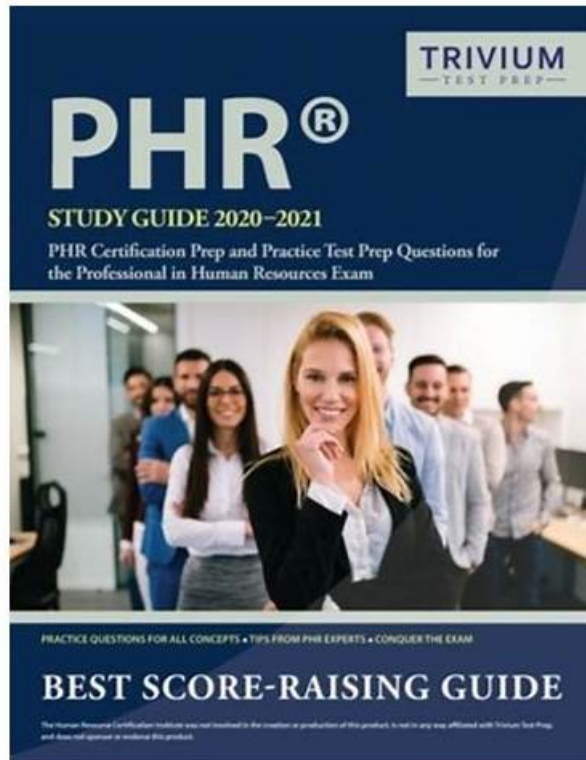


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HRCI Professional in Human Resources Sample Questions (Q84-Q89):

NEW QUESTION # 84

What term describes a manager who makes himself visible, being present for employees, and getting out of his office to interact with employees?

- A. Open door policy
- **B. Management by walking around**
- C. Active management
- D. Progressive discipline

Answer: B

NEW QUESTION # 85

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the Regents of the University of California versus Bakke lawsuit primarily accomplish?

- A. Universities could not use race as a reason to include or to exclude a person from a college admissions program.
- **B. Universities could not use race as the reason to exclude an applicant to a college admissions program, but the university could use race as one of the reasons to include a person as an applicant to a college admissions program.**
- C. Universities could not hire a person based solely on their race.
- D. Universities could not use race as a reason to not hire a person, but could use race as a reason to hire a person.

Answer: B

NEW QUESTION # 86

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. Which OSHA form is used to cover the what, how, when, where, and who or work-related injuries?

- A. Form 301
- B. Form 300A
- C. Form 3165
- **D. Form 300**

Answer: D

NEW QUESTION # 87

As an HR Professional, you must recognize and be aware of several pieces of legislation that affect your performance as an HR Professional. The National Labor Relations Board identified five categories of unfair labor practices. Which one of the following is not one of the five categories of unfair labor practices?

- A. To interfere, restrain, or coerce employees in the exercise of their rights to engage in concerted or union activities or refrain from them.
- **B. To refuse individuals to organize and meet for the potential labor union creation process.**
- C. To dominate or interfere with the formation or administration of a labor organization.
- D. To discriminate against employees for engaging in concerted or union activities or refraining from them.

Answer: B

NEW QUESTION # 88

Robert is the HR Professional for his organization. June, Robert's supervisor, assigns Robert for completing and filing the EEO-1 Report for the organization. What is the EEO-1 Report?

- A. It is a report that all employers must submit to the Department of Labor defining the race and income of all employees in the organization.
- B. It is a report that all employers must submit to the Department of Labor defining the race, social security identification number, and income of all employees in the organization.
- **C. It is a report that all employers with at least 100 employees must submit to the Department of Labor. It defines the total**

- D. It is a report that all employers with at least 100 employees must submit to the Department of Labor. It defines the total number of employees the organization employs.

NEW QUESTION # 89

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