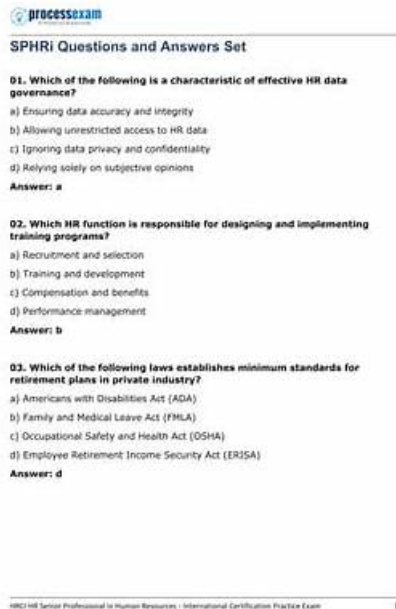


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HRCI Senior Professional in Human Resources - International Sample Questions (Q83-Q88):

NEW QUESTION # 83

A company is looking to design more flexibility into its compensation practices in order to empower managers to more accurately reward their employees for high performance.

Which of the following compensation practices is most likely to achieve this goal?

- A. Broadbanding
- B. Pay grades
- C. Market pricing
- D. Pay policy line

Answer: A

Explanation:

Market pricing and establishing a pay policy line are directly linked to market compensation practices and do not offer a wide variability of options in pay rates. Pay grades offer some additional flexibility and set a minimum and maximum pay rate for a position or for a set of related positions. Broadbanding combines sets of pay grades and a greater number of positions into a larger range of pay options. This technique allows managers greater agency and flexibility in how they choose to reward or value their employees.

NEW QUESTION # 84

Which of the following scenarios represents a legitimate exemption status for an employer?

- A. The firefighters in a twelve-person department of a medium-sized town are exempt from
- B. A large farm that employs teenagers during the summer months is exempt from child labor
- C. The police officers in the four-person police department of a small town are exempt from
- D. The high school football coach of a large high school is exempt from overtime requirements

Answer: C

Explanation:

Exemptions are specific, and in this case, only answer choice D reflects a legitimate exemption status. Due to the nature of the job and the fact that the police department only has four members, these officers would be exempt from overtime requirements. The high school coach would not necessarily be exempt from overtime requirements just because he has to take students to games. The large farm that employs teenagers during the summer would definitely not be exempt from child labor requirements. And the firefighters might be exempt from overtime requirements - under certain circumstances (which do not appear to be present in this situation) - but they are certainly not exempt from minimum wage requirements.

NEW QUESTION # 85

The role of the human resources professional regarding FMLA rules includes all of the following EXCEPT:

- A. Educating those in management about FMLA rules
- B. Being familiar with FMLA requirements and changes
- C. Working to avoid simultaneous FMLA leave among employees
- D. Developing an FMLA documentation policy for the company

Answer: C

Explanation:

The human resources professional is not expected to avoid simultaneous leave within the company. This may be inevitable, and the company cannot block employees from taking approved FMLA leave. The human resources professional is, however, expected to be familiar with FMLA requirements and changes, to educate management about FMLA rules, and to develop an FMLA documentation policy for the company.

NEW QUESTION # 86

Which of the following is a characteristic of effective HR data governance?

Response:

- A. Ensuring data accuracy and integrity
- B. Allowing unrestricted access to HR data
- C. Ignoring data privacy and confidentiality
- D. Relying solely on subjective opinions

Answer: A

NEW QUESTION # 87

Pattern bargaining, whipsawing, and leapfrogging are all alternate names for which of the following collective bargaining strategies?

- A. Single-union bargaining
- B. Multi-employer bargaining
- C. Multi-unit bargaining
- D. Parallel bargaining

Answer: D

Explanation:

Pattern bargaining, whipsawing, and leapfrogging are all alternate names for parallel bargaining. Single-unit bargaining has no alternate names. Multi-employer bargaining also has no recognized alternate names. Multi-unit bargaining is also known as coordinated bargaining.

NEW QUESTION # 88

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