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## HRCI Senior Professional in Human Resources - International Sample Questions (Q29-Q34):

### NEW QUESTION # 29

In an environmental, social, and governance (ESG) approach to business, organizational policies, procedures, and decisions prioritize value over value.

- A. investor, customer
- B. employee, executive of ficer
- C. human resources, accounting
- D. stakeholder, shareholder

**Answer: D**

Explanation:

An ESG approach to business seeks to make decisions in a way that positively impacts all parties who may be affected by the business (stakeholders) and not just stock owners (shareholders). While some elements of ESG may at times require putting employee value ahead of leadership value or HR principles ahead of a monetary bottom line, the main tenet of an ESG approach to business is more holistic and aims to put the long-term good of the whole ahead of the short-term good of just those who stand to make money.

#### **NEW QUESTION # 30**

To be eligible to collect unemployment, an employee must meet all or some of the following criteria EXCEPT:

- A. Being part of a short-term, department-wide layoff
- B. Previously employed with company for the appropriate "base period"
- C. Actively seeking employment with a new company
- **D. After voluntary termination to start a new business**

**Answer: D**

Explanation:

Employees are not eligible to apply for unemployment insurance if they voluntarily resign their positions (assuming the resignation was not due to discrimination or other harassment in the workplace). The specific requirements vary from state to state, but typically, to be eligible to file for unemployment, an individual must be actively seeking a new job so they can eventually come off unemployment and must also have satisfied their respective state's "base period" for how long they worked with their previous employer prior to their termination. Eligibility for unemployment also depends on the conditions of the individual's termination: short-term layoffs for business reasons qualify as an eligible termination event.

#### **NEW QUESTION # 31**

How many complaints about an employer's potential violation of FLSA rules can cause the government to step in and perform an audit of the business?

- A. 0
- B. 1
- **C. 2**
- D. 3

**Answer: C**

Explanation:

It takes only one complaint about a potential FLSA violation for a government audit to occur. As a result businesses are expected to take FLSA rules seriously, and the human resources professional must be very familiar with the rules to avoid even an unintentional violation. The other answer choices (2, 3, and 5) are all too high. By the time that many complaints arise, the audit will already be in progress or have been completed.

#### **NEW QUESTION # 32**

What are the three components of sustainability?

- A. Equality, justice, ethics
- B. Local, regional, international
- C. Resources, infrastructure, production
- **D. Social, economic, environmental**

**Answer: D**

Explanation:

There are three main parts of sustainability: social, economic, and environmental. The social aspect addresses social inequalities and advocates for the fair treatment of all individuals. The economic aspect focuses on how to operate a business and use resources conscientiously to achieve profits. The environmental aspect addresses the consequences of one's actions on the environment, to

include climate change.

### NEW QUESTION # 33

A SWOT analysis has four parts: Strengths, Weaknesses, Opportunities, and which of the following?

- A. Tools
- **B. Threats**
- C. Techniques
- D. Targets

**Answer: B**

Explanation:

The fourth element in SWOT is threats. A SWOT analysis is an environmental scanning tool that assesses the internal and external conditions as well as their helpful and harmful aspects. A helpful internal trait or condition is considered a strength, a harmful internal trait or condition is considered a weakness, a helpful external trait or condition is considered an opportunity, and a harmful external trait or condition is considered a threat.

### NEW QUESTION # 34

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