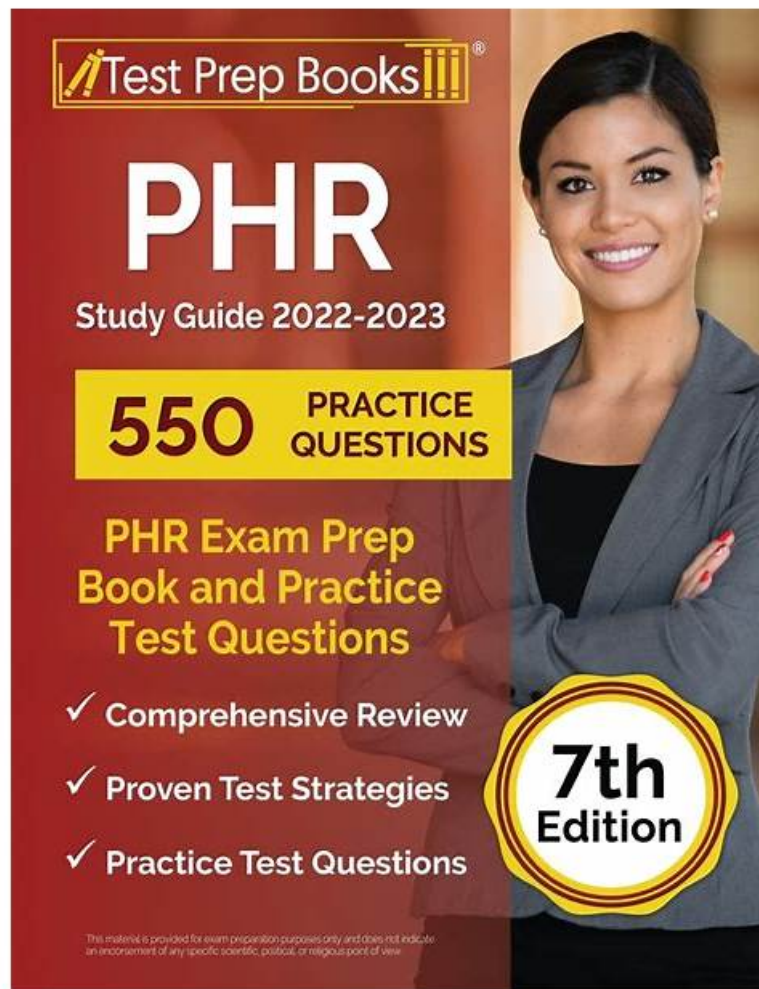


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## HRCI Professional in Human Resources Sample Questions (Q79-Q84):

### NEW QUESTION # 79

John's organization has collected several applications for an employment position within his organization.

The data collected from these applications must be kept secure and private, especially in light of the Privacy Act of what year?

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

**Answer: A**

### NEW QUESTION # 80

Which of the following are types of training evaluation? Each correct answer represents a complete solution. Choose all that apply.

- A. Testing
- B. Reaction
- C. Results
- D. Learning
- E. Behavior

**Answer: B,C,D,E**

### NEW QUESTION # 81

As an HR Professional you must address risk in the work place. There are two general categories of risk: pure risk and business risk. Which one of the following is an example of pure risk?

- A. Loss of investment
- B. Safety training for workers in construction
- C. Loss of life or limb
- D. Fines and penalties for breaking regulations

**Answer: C**

### NEW QUESTION # 82

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 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.
- B. Universities could not use race as a reason to include or to exclude a person from 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: A**

### NEW QUESTION # 83

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?

- A. Edwards Deming
- B. Frederick Herzberg
- C. Allen A. Kennedy
- D. Edgard Schein

**Answer: D**

## NEW QUESTION # 84

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