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HRCI Senior Professional in Human Resources - International Sample Questions (Q13-Q18):

NEW QUESTION # 13

Which of the following strategies would be MOST effective when communicating with the workforce about impending changes to the organization?

- A. Reassurance of job status to ease any workforce anxiety or stress
- **B. Transparency in decision-making to promote trust building among the workforce**
- C. Restriction of information release to protect from workforce pushback until the change takes place
- D. Compartmentalization of information to ensure the right people get the right information

Answer: B

Explanation:

Human resources professionals play a critical role in communicating and leading the way for change in an organization. Transparency in communications helps build trust and reduce fear even if the information is not all good news; the unknown can be a powerful driver of employee fear, distrust, and discontent. Compartmentalization and information restriction may be required in some situations with sensitive or proprietary information, but they should not be the main strategies unless there is an absolute business necessity; without buy-in from the workforce to support the change, the process can be more challenging or may fail outright. Reassuring the workforce can help soothe nerves surrounding change in the short term but can be viewed as disingenuous or deceitful if the change process leads to unfavorable or uncomfortable outcomes for some employees.

NEW QUESTION # 14

How many weeks of unpaid leave is an employer required to give a new mother under the Family Medical Leave Act of 1993?

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

Answer: D

Explanation:

The Family Medical Leave Act of 1993 requires employers to give new mothers at least twelve weeks of unpaid leave. New mothers and fathers can take this leave once in a twelve-month period. Employees are required to give thirty days' notice before taking FMLA leave. Also, in order to take this leave, an employee must have been working for the company for at least a year, or 1,250 hours.

NEW QUESTION # 15

Fernando shows up for work on Monday morning, but the office has been overstaffed, so his boss sends him home almost immediately. What type of compensation is owed to Fernando?

- **A. Reporting pay**
- B. On-call pay
- C. Shift pay
- D. Call-back pay

Answer: A

Explanation:

Fernando is owed reporting pay. He has been asked to come in at a certain time, so he should not be penalized or uncompensated simply because the boss has made an error. Typically, reporting pay is less than a full day's wage. On-call pay is given to employees who may be called in to deal with an emergency at any time. Not all employees who are on call are paid for it. Employees who are forced to return to work either before or after their allotted time may be eligible for call-back pay. Shift pay, finally, is the compensation associated with the employee's normal work schedule.

NEW QUESTION # 16

What should organizational and employee development (OED) specialists be aware of during the entire OED process?

- **A. Employees' emotional reactions**
- B. Institutionalized practices
- C. Organizational structure
- D. Leadership succession plans

Answer: A

Explanation:

During the entire OED (organizational and employee development) process, the specialists should be aware of the employees' emotional reactions to proposed and implemented changes.

They should also find ways to improve their ability to adapt to the changes.

NEW QUESTION # 17

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

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

Answer: A

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 # 18

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