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## **HRCI Senior Professional in Human Resources - International Sample Questions (Q99-Q104):**

### **NEW QUESTION # 99**

According to the Pregnancy Discrimination Act of 1978, employers should treat pregnancy like which of the following?

- A. A short-term disability
- B. A work-related illness
- C. Along-term disability
- D. A work-related injury

**Answer: A**

Explanation:

According to the Pregnancy Discrimination Act of 1978, employers should treat pregnancy like which of the following? short-term disability. The Pregnancy Discrimination Act is an amendment to Title VII. Pregnant women are entitled to all of the benefits and accommodations due to the disabled.

### **NEW QUESTION # 100**

In a collective bargaining agreement, which clause requires all new employees to join the union within a defined interval?

- A. Union shop clause
- B. Contract administration clause
- C. Closed shop clause
- D. Maintenance of membership clause

**Answer: A**

Explanation:

In a collective bargaining agreement, a union shop clause requires all new employees to join the union within a defined interval. In all industries except construction, this interval must be at least thirty days. In construction, it must be at least a week. A maintenance of membership clause requires employees who choose to join the union to remain enrolled until the union contract expires. However, this clause does not force employees to join the union in the first place. A closed shop clause requires any new employees to join the union. A contract administration clause contains all the administrative details.

### **NEW QUESTION # 101**

The corporate social responsibility (CSR) strategic process starts with a committed leadership team. What is the second step?

- A. Plan development
- B. Communication
- C. Brainstorming
- D. Assessment

**Answer: D**

Explanation:

The second step of the corporate social responsibility (CSR) process is to conduct an assessment of the organization's current state. The assessment will review company structure, strategy', and processes.

### **NEW QUESTION # 102**

Which of the following would reduce information overload during orientation?

- A. Handing out documents supplementary to lecture material
- B. Focusing on the positive aspects of the organization
- C. Preventing open-ended discussion after presentations
- D. Conducting the program in one installment rather than in a series of meetings

**Answer: A**

#### NEW QUESTION # 103

In B.F. Skinner's theory of Operant Conditioning (1957), he provided a list of four strategies for behavioral intervention: positive reinforcement, negative reinforcement, punishment, and which of the following?

- A. Termination
- B. Actualization
- C. Extinction
- D. Encouragement

**Answer: C**

Explanation:

The fourth of B.F. Skinner's strategies is extinction. The other answer choices-termination, encouragement, and actualization-are not specific strategies laid out by Skinner but rather might fall under the four he did describe. Positive reinforcement is a strategy in which desired behavior is rewarded positively. Negative reinforcement is a strategy in which desired behavior is rewarded by removing a negative state or condition. Punishment is similar to the two reinforcement strategies but is designed in a way to eliminate and undesired behavior. Extinction is a measure of how long a behavior will persist without reinforcement.

#### NEW QUESTION # 104

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