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HRCI Senior Professional in Human Resources - International Sample Questions (Q199-Q204):

NEW QUESTION # 199

How much COBRA coverage is allowed if an employee is terminated due to "gross misconduct"?

- A. 29 months

- B. 0 months
- C. 36 months
- D. 18 months

Answer: B

Explanation:

If employment is terminated due to "gross misconduct" the former employee is not entitled to any COBRA coverage. The other answer choices are too high; the employer has no obligation to support COBRA coverage for the terminated employee.

NEW QUESTION # 200

How far in advance of a planned union picketing must a representation petition be completed?

- A. 15 days
- B. 60 days
- C. 45 days
- D. 30 days

Answer: D

Explanation:

A representation petition must be completed at least 30 days in advance of a planned union picketing. Failing to submit the petition within this time frame can result in the petition being unrecognized and thus being deemed an unfair labor practice. Among the answer choices, 15 days is obviously too short of a notice, and both 45 days and 60 days exceed the legal expectation. The union may, of course, notify that far in advance, but it is not necessary.

NEW QUESTION # 201

In a meeting with the upper management team, opinions are voiced that the company should resist change and stick to the old ways that have been working for so many years. The CEO and the CHRO meet separately after this meeting to discuss how to move forward. The CEO is concerned that the company does not have leaders with experience in the renewable energy sector or the ability to lead related change initiatives. What initial suggestion should the CHRO make?

- A. Conduct an assessment of the current talent within the organization, and forecast which
- B. Start building a talent pool and hiring managers with knowledge in the renewable energy
- C. Review the performance of each manager, and suggest which managers should be
- D. Develop leadership training seminars to prepare the managers for leading change

Answer: A

Explanation:

The CHRO displays business acumen by studying the talent and knowledge that exists within the organization and forecasting what will be needed in the future. Assessing the company's current talent resources is an important first step, followed by forecasting what the company will need to successfully implement the upcoming changes. By contrasting these two, the CHRO can put together a recommendation for the CEO about which talent gaps need to be filled through either hiring or training.

NEW QUESTION # 202

What is the human resources professional's primary role in assisting a department with conducting an effective interview?

- A. To choose the members of the prospective interview board
- B. To create the official list of questions that will be asked during the interview
- C. To offer any requested advice on preparing for and setting up interviews
- D. To conduct all interviews for prospective employees of the company

Answer: C

Explanation:

When a department within a company is planning interviews to hire new employees, the human resources professional's role is primarily one of assisting. The human resources professional is not responsible for choosing the members of the prospective

interview board (answer choice B), since this role will fall to the department and those who will be working with the new employee or employees. Additionally, the tasks of creating an official list of questions for the interview (answer choice C), and conducting the actual interviews for prospective employees (answer choice D), belong not to the human resources professional but to the manager or supervisor of the department in which the employees will work.

NEW QUESTION # 203

Within how many months of an incident must a labor charge be filed with the NLRB?

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

Answer: C

Explanation:

A labor charge must be filed with the NLRB within 6 months of an incident. The charge may, of course, be filed within 3, 4, or 5 months, but these options do not reflect the full legal provision.

NEW QUESTION # 204

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