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HRCI Senior Professional in Human Resources - International Sample

Questions (Q76-Q81):

NEW QUESTION # 76
Which of the following is not a recognized type of picketing?

- A. Informational
- B. Petitional
- C. Organizational
- D. Recognitional

Answer: C

Explanation:
A "petitionar form of picketing does not exist The recognized forms of picketing are as follows: organizational, informational, and recognitional. Organizational picketing seeks to persuade the employer to recognition of the picketing union as the collective bargaining union, usually amongst other unions. Informational picketing seeks to inform the public of a matter of concern. Recognitional picketing seeks union recognition from the employer.

NEW QUESTION # 77
A small landscaping company argues that complying with ADA regulations would constitute an undue hardship. Which of the following company characteristics would NOT be considered by the government when evaluating this claim?

- A. Size of the company
- B. Location of the company
- C. Financial status of the company
- D. Cost of making reasonable accommodations

Answer: B

Explanation:
The government would not consider the location of the company when evaluating a claim that complying with ADA regulations would constitute an undue hardship. The government does issue some exceptions to the ADA in cases where compliance would significantly impair a business' viability. However, the precise location of the business should not have any effect.

NEW QUESTION # 78
What is a corporate university?

- A. An extensive training program administered by a corporation to existing employees
- B. An alternative to community college
- C. An academic institution run for profit
- D. An independent academic institution that produces recruits for a corporation

Answer: A

Explanation:
A corporate university is an extensive training program administered by a corporation to existing employees. Rather than rely on local colleges to keep their employees up to date, many organizations have created in-house training programs. Corporate universities often have detailed curricula and "professors" whose only job is to maintain the skills and competence of existing employees. Those who complete a program at a corporate university may be eligible for a raise or promotion. Corporate universities are able to be much more specific and targeted in their instruction.

NEW QUESTION # 79
Louisa is in the process of interviewing the prospective employees for an open position in the accounting department of a small publishing company. She has already interviewed several strong candidates, but she is looking forward to interviewing one of the candidates whose resume has struck her as showing significant potential. When this employee enters the room, however, it is obvious that he has not fully conquered his pre-interview nerves, and he stumbles through the first few questions. By the end of the interview, however, the candidate is doing well, responding articulately and living up to the potential indicated in his resume. Louisa,

though, is unable to overcome her disappointment with the candidate's earlier nervousness and fails to see his improvement during the interview. Louisa is displaying which of the following types of interview bias?

- A. Knowledge-of-predictor
- B. Stereotyping
- C. Recency
- D. First impression

Answer: D

Explanation:
Louisa's response to the candidate is influenced by her first impression of the candidate's behavior. A knowledge-of-predictor bias (answer choice A) means the interviewer responds to the candidate based on knowledge about the candidate's scores on evaluative tests that were given. A stereotyping bias (answer choice B) occurs when an interviewer bases a personal opinion about a candidate on a stereotype of the candidate rather than evaluating the candidate as objectively as possible. A recency bias (answer choice C) means the interviewer compares a candidate to the most recent candidate that was interviewed. A nonverbal bias occurs when the interviewer is over-influenced by body language instead of by the candidate's responses.

NEW QUESTION # 80
What are the four Ps of marketing?

- A. Promotion, place, position, (market) penetration
- B. Preview, position, price, persuasion
- C. Product, price, payment, persistence
- D. Product, price, place, promotion

Answer: D

Explanation:
The four Ps of marketing are product, price, place, and promotion. Product refers to the characteristics, appearance, and specifications of the item or service being sold. Price refers to the art of maximizing profits by establishing the right cost for the product. Placement refers to the venues in which the product or service will be sold. Finally, promotion refers to the set of advertising and public relations activities designed to stimulate sale of the product.

NEW QUESTION # 81
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