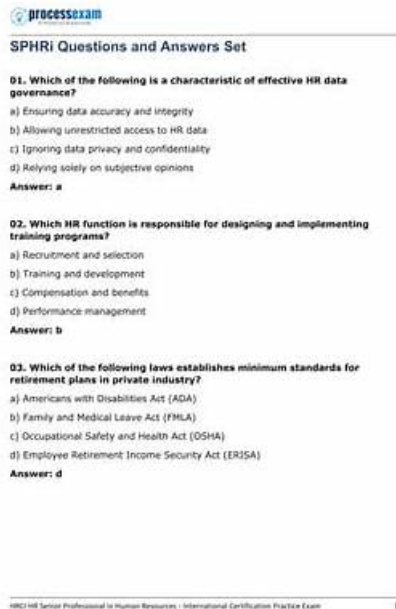


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HRCI Senior Professional in Human Resources - International Sample Questions (Q195-Q200):

NEW QUESTION # 195

What are the typical hours of the swing shift?

- **A. 4 p.m to 12 a.m**
- B. 12 a.m to 8 a.m
- C. 5 p.m to 1 a.m
- D. 10 p.m to 6 a.m

Answer: A

Explanation:

The typical hours of the swing shift are 4 p.m. to 12 a.m. The day shift typically runs from 8 a.m. to 4 p.m., and the graveyard shift typically extends from 12 a.m. to 8 a.m. Some employees receive extra compensation for working the swing or graveyard shift.

NEW QUESTION # 196

A company is planning to redesign its organizational structure. What is one of HR's responsibilities during this process?

- A. Lead a workforce committee on organizational change.
- **B. Analyze organizational problems through structural diagnosis.**
- C. Develop succession plans for all key positions.
- D. Develop the company's pay structure, and set pay rates for all positions.

Answer: B

Explanation:

During an organizational intervention, it is the role of HR to conduct a structural diagnosis, analyze problems the organization faces, and identify the root cause of those problems.

NEW QUESTION # 197

Which of the following OSHA forms is the Summary of Work-Related Injuries and Illnesses?

- A. OSHA Form 301A
- **B. OSHA Form 300A**
- C. OSHA 300
- D. OSHA Form 301

Answer: B

Explanation:

OSHA Form 300A is the Summary of Work-Related Injuries and Illnesses. OSHA Form 300 is the Log of Work-Related Injuries and Illnesses. OSHA Form 301 is the Injury and Illness Incident Report. OSHA Form 301A does not exist.

NEW QUESTION # 198

Which component of an affirmative action plan provides demographic information for the labor market related to each job group?

- A. Organizational profile
- **B. Determination of availability**
- C. Job group analysis

- D. Comparison of incumbency to availability

Answer: B

Explanation:

In an affirmative action plan, the determination of availability provides demographic information for the labor market related to each job group. Specifically, this part of the affirmative action plan indicates how many women and minorities are available to fill positions in each job group. A determination of availability should include internal and external candidates. A job group analysis indicates how the business categorizes various positions. The comparison of incumbency to availability calculates the company's success at employing minorities compared with the job market as a whole. Finally, the organizational profile is a simple list of the positions within the business.

NEW QUESTION # 199

When employees leave work early or purposefully work at a slow pace, what are they engaging in?

- A. Political deviance
- **B. Production deviance**
- C. Property deviance
- D. Personal aggression

Answer: B

Explanation:

When employees leave work early or purposefully work at a slow pace, they are engaging in production deviance. In other words, they are intentionally performing at a less than optimal rate.

Property deviance is the destruction or damaging of company equipment. Property deviance also includes misrepresentation of hours worked, since the time during which the employee claims to be working is technically the property of the company. Political deviance is dysfunctional interpersonal behavior. For instance, spreading rumors or undermining the authority of superiors is considered political deviance. Personal aggression includes antisocial and even criminal behaviors like stealing, sexual harassment, and physical violence.

NEW QUESTION # 200

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