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HRCI Senior Professional in Human Resources - International Sample Questions (Q213-Q218):

NEW QUESTION # 213

Which of the following retention strategies would be most effective for a human resources professional to leverage in an effort to reduce the turnover rates of valuable seasoned employees?

- A. Job description review
- B. Remote work
- **C. Internal mobility**
- D. Streamlined onboarding

Answer: C

Explanation:

Streamlined onboarding is a valuable retention tool for newly hired employees who are just being introduced to the organization. Remote work may be a valuable perk or working condition for some employees, but it is not a one-size-fits-all strategy nor is it feasible for all positions or organizations. Job description reviews can be useful during job analysis processes, but if an employee has taken on responsibilities and grown in their role to the point of a job description review, leveraging internal mobility is a more impactful way to recognize the value the employee brings to the organization. Recognition for value added and a job well done in the form of a promotion or other career enhancement encourages employees to stay and continue to grow within the organization.

NEW QUESTION # 214

A small restaurant is looking for a new short order cook. Because the job requires that the individual be able to work quickly and efficiently, the restaurant presents candidates with a pre-employment test that will measure how well each completes a variety of food preparation tasks. Which of the following types of tests would be most appropriate?

- A. Physical Assessment Test
- B. Aptitude Test
- C. Cognitive Ability Test
- **D. Psychomotor Assessment Test**

Answer: D

Explanation:

A psychomotor assessment test is useful for measuring a candidate's motor skills in completing certain tasks. A short order cook would need to be able to prepare food quickly and efficiently, so such a test would be appropriate in this case. A cognitive ability test focuses more on a candidate's problem-solving and analytical skills. A physical assessment test measures whether or not a candidate is physically able to handle certain tasks. (For example, working for a delivery company might require the physical ability to lift and carry heavy objects; a physical assessment test would be appropriate in such a situation.) An aptitude test measures basic skills such as typing, reading, or calculating simple math problems.

NEW QUESTION # 215

Phyllis wants to hire several college students as seasonal employees in her shop. She refers these students to a temp agency, who hires them and sends them to work for Phyllis.

What is this called?

- A. On-call employment
- B. Temp-to-perm employment
- **C. Payrolling**
- D. In-house employment

Answer: C

Explanation:

Arranging for temporary employees to be hired by an agency and then sent to work at one's business is known as payrolling. This is a way to avoid the administrative costs of hiring and filling out paperwork for new employees. The temp agency usually requests payment for rendering this service. On-call employment refers to regular employees who are scheduled to come in as the business needs for peak hours or special events. In-house employment is traditional full- or part- time employment by the company itself. Temp-to-perm employment refers to employees who are hired on a temporary basis with the intent to hire the individual to a permanent position after that period of time; this would not be appropriate for this question as the positions are considered seasonal and not permanent.

NEW QUESTION # 216

What would indicate that a company's business manager has a global mindset?

- A. The manager recommends a cultural seminar to the staff.
- **B. The manager is not afraid of change and welcomes it.**
- C. The manager trusts that the company's structure will produce the desired results.
- D. The manager has experience applying headquarter policies to subsidiaries.

Answer: B

Explanation:

One characteristic of someone who acquired a global mindset is that they are not afraid of change and uncertainty. They welcome it and see it as a chance for improvement.

NEW QUESTION # 217

Which is a step that is NOT a part of the evidence-based decision-making (EBDM) process?

- **A. Consider the opinions of applicable subject matter experts (SMEs).**
- B. Gather evidence from internal and external sources.
- C. Ask for factual feedback from stakeholders.
- D. Identify and frame the situation.

Answer: A

Explanation:

The evidence-based decision-making (EBDM) process is a concept that is based solely on research and facts, so thoughts and feelings, even from a subject matter expert (SME), are not generally factored in when making a management decision.

NEW QUESTION # 218

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