



HRCI

Exam Questions PHRi

Professional in Human Resources - International

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NEW QUESTION 1

Which of the following is NOT a step in the Strategy Implementation stage of Strategic Planning?

- A. Short-term organizational objectives are established
- B. Actions plans are developed
- C. Resource allocation
- D. Long-term objectives are established and strategies defined

Answer: D

NEW QUESTION 2

Which of the following factors is NOT a significant variable in how an individual may re- adjust after returning home ?

- A. Extent of previous experience on international assignments
- B. Length of time on international assignment
- C. Clarity of new job and role
- D. Changes in family & friends

Answer: A

NEW QUESTION 3

Your organization has a no-solicitation rule in effect for all employees. How does this rule affect the internal organization of unions?

- A. Unions can only solicit for members with the managements approval, when there's a no- solicitation rule in effect.
- B. Unions cannot solicit for membership when there's a no-solicitation rule in an organization.
- C. Unions can solicit for membership with the permission of more than 30 percent of the organization.
- D. Unions are exempted from no-solicitation rules.

Answer: B

NEW QUESTION 4

In the European Union, many multinational companies have Work Councils that are created to protect workers interests. A company with 50 employees working across the EU has decided to create a Work Councils Recently, a court has fined the corporation for laying off 10% of the employee population in one of its E.U sites without discussing it with its Work Councils. Which of the following reasons represents the PRIMARY rationale for why this occurred?

- A. The company did not follow the collective bargaining agreement
- B. The company did not follow the voluntarily-provided program
- C. The company did not follow the government-provided program
- D. The company did not follow the government-mandated program

Answer: A

NEW QUESTION 5

Martha is the HR Professional for her organization and she's working with her team to complete non-quantitative job evaluations. Martha wants to stress the available types of non-quantitative job evaluation techniques that are appropriate for her team to be communicated to managers. Which one of the following is not a non-quantitative job evaluation technique that Martha should share?

- A. Whole job ranking
- B. Job slotting
- C. Factor comparison
- D. Job classification

Answer: C

NEW QUESTION 6

As an HR Professional you must be familiar with the project management processes and the stakeholders of projects. All projects can map to the project management lifecycle. Which one of the following best describes the project management lifecycle?

- A. It is the aggregation of the nine knowledge areas of project management: integration management, scope, schedule, costs, quality, human resources, communication, risk, and procurement.
- B. It is the life of the management of the project -from initiation, planning, execution,controlling, through closing.
- C. It is the life of a project to interact with all areas including scope, schedule, costs, quality, human resources, communication, risk, and procurement.
- D. It is a unique life of each project -from its initiation through its closing.

Answer: B

NEW QUESTION 7

Let??s assume you need to develop a strategic employer branding program. Which of the following is one of the LEAST effective methods in positive employer branding?

- A. Providing above-market compensation packages
- B. Gathering local confidence by socially responsible actions, ie environmentally conscious
- C. Winning the Malcolm Baldrge National Quality Award
- D. Implementation of flexible work arrangements that reduce turnover by 10%

Answer: A

NEW QUESTION 8

Robert is the HR Professional for his organization. June, Robert's supervisor, assigns Robert for completing and filing the EEO-1 Report for the organization. What is the EEO-1 Report?

- A. It is a report that all employers with at least 100 employees must submit to the Department of Labor
- B. It defines the total number of employees the organization employs.
- C. It is a report that all employers must submit to the Department of Labor defining the race, social security identification number, and income of all employees in the organization.
- D. It is a report that all employers with at least 100 employees must submit to the Department of Labor
- E. It defines the total number of employees by job category, ethnicity, race, and gender the organization employs.
- F. It is a report that all employers must submit to the Department of Labor defining the race and income of all employees in the organization.

Answer: C

NEW QUESTION 9

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. What is the zipper clause in regard to negotiations?

- A. Items in a management-union contract can be "zipped" open and closed as often as necessary.
- B. Management is locked out of union meetings.
- C. Management and union representations are locked out of union employee meetings.
- D. Items in a management-union contract are "zipped" closed, once the agreement is signed by both parties.

Answer: D

NEW QUESTION 10

Frank is an employee at the HBF Corporation, and he has recently been terminated because of poor company income. Frank visits the company's blog and saw a comment from his manager, which says, "We had to let Frank go today because he kept screwing up sales order. He's incompetent!" This is an example of which one of the following?

- A. Termination evidence
- B. Slander
- C. Libel
- D. Freedom of speech

Answer: C

NEW QUESTION 10

Fred is a union employee who has been summoned by the management to an investigatory hearing regarding his conduct. Fred would like to have a union representative with him at the meeting. What is the name of the right that allows Fred to have a union representative with him at the meeting?

- A. Management Rights
- B. Bumping Right
- C. Right of Way
- D. Weingarten Right

Answer: D

NEW QUESTION 11

A U.S. based Engineering Manager was sent to England for a short-term six-month assignment to recruit and build a team. He is done with the assignment and has returned home. When going out with family and friends, he describes the entire opportunity as being exciting and challenging. He wishes he could have stayed in Europe longer. Which of the following repatriation programs is the MOST appropriate to ensure a successful repatriation?

- A. Re-entry training program
- B. Compensation and benefits adjustment
- C. Policies on repatriation
- D. Recognition and appreciation

Answer: D

NEW QUESTION 16

As an HR Professional you must address risk in the work place. There are two general categories of risk: pure risk and business risk. Which one of the following is an example of pure risk?

- A. Loss of investment
- B. Loss of life or limb
- C. Safety training for workers in construction
- D. Fines and penalties for breaking regulations

Answer: B

NEW QUESTION 20

John earns \$45,200 per year as a mechanic in your organization. The \$42,500 per year does not include earnings John may have through shift differentials,

benefits, overtime, incentives, and bonuses. Which one of the following terms best describes the \$45,200 per year that John earns?

- A. Base pay
- B. Market-demand pay
- C. Hygiene factor pay
- D. Variable pay

Answer: A

NEW QUESTION 23

Productivity measures the and of work done, taking into account the cost of the resources it took to do the work

- A. quantity and quality
- B. output and capital
- C. input and output
- D. output and quantity

Answer: A

NEW QUESTION 27

You are completing a Form I-9 with a newly hired employee. Which one of the following documents is not allowed as a proof of identity and employment eligibility for the newly hired employee?

- A. Driver's license
- B. Expired US passport
- C. Certificate of naturalization
- D. Unexpired reentry permit

Answer: A

NEW QUESTION 32

A manager works very closely with his subordinates to create an effective working environment. Once a new person is hired, he works with the employee to set realistic goals for the short-term and long-term. In addition, he continuously works employees to discuss career paths and career ambitions. He is constantly coaching, counseling, and mentoring. Once his employees reach goals, he rewards them through merit increase/bonuses, offering job responsibilities with new challenges, and publicly recognizes their achievement in cross-departmental meetings. Which of the following motivational theories is least utilized in his management approach to motivating his employee?

- A. B.
- B. Skinner?? Theory of Behavioral Reinforcement
- C. McGregor??s Theory X and Theory Y
- D. Vroom??s Expectancy Theory
- E. Self-Efficacy Theory
- F. Herzberg??s Motivation-Hygiene Theory

Answer: D

NEW QUESTION 37

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which one of the following is not one of the four dimensions of organizational culture?

- A. Heroes
- B. Joy
- C. Values
- D. Rites and Rituals

Answer: B

NEW QUESTION 38

Which of the following takes into account the effects of inflation when analyzing data from a pulished survey?

- A. Aging
- B. Measuring central tendency
- C. Utilizing frequency distributions
- D. Leveling

Answer: A

NEW QUESTION 43

The JHG Company has used discriminatory hiring practices in the past but they adjusted their practices and are following federal laws now to ensure that fair hiring practices are met. However, the JHG Company has an employee referral program as a primary source to recruit new employees. What danger may the JHG Company be exposed to in this scenario?

- A. Perpetuating past unintentional practices
- B. Perpetuating past discrimination practices
- C. Succumbing to an adverse impact

D. Not finding qualified racially diverse candidates

Answer: B

NEW QUESTION 46

There are four sections of the HR Impact Model. Which component of the model is considered to be the most client-oriented role?

- A. Programs and Processes
- B. Catalyst
- C. Consultation
- D. Policies and Procedures

Answer: C

NEW QUESTION 50

There are seven stages of internal consulting that a HR Professional must be familiar with. Consider this scenario: Mark is a HR Professional for his organization. He is meeting with Tammy and Tammy's supervisor Eric to learn about a conflict between Tammy and Eric. Mark wants to understand both parties before addressing the scenario. Which of the seven stages is Mark, Tammy, and Eric participating in?

- A. Developing recommendations
- B. Implementing
- C. Exploring the situation
- D. Gaining agreement to the project plan

Answer: C

NEW QUESTION 51

Mark is an HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. Mark will also be considered to be designated the responsibility for this Affirmative Action Plan. What does the designation of responsibility mean?

- A. It means that Mark will be the person that reports on the plan's implementation to management
- B. It means that Mark will be the person that reports on the plan's implementation to the Department of Labor
- C. It means that Mark will be the person responsible for actually implementing the plan
- D. It means that Mark will be the manager for all Affirmative Action scenarios and issues within his company

Answer: C

NEW QUESTION 52

Sally is an HR employee for her company. She is primarily interested in serving only in an organizational role where she focuses on creating HR policies and procedures. What is the limitation Sally may subject herself to, if she focuses only on the organizational role?

- A. She'll only be involved in the organization's strategic planning efforts.
- B. She won't be involved in the organization's strategic planning or change efforts.
- C. Her organizational impact will be limited to identifying problems, creating policy initiatives, and launching HR programs.
- D. Her organizational impact will be limited to promoting employee performance.

Answer: B

NEW QUESTION 57

Which of the following is NOT a benefit of a company and community site visit and orientation before an individual decides to accept an international assignment?

- A. Results in the selection of the most qualified candidate
- B. Encourages self selection
- C. Helps an organization to dispel unrealistic expectations
- D. Reduces employee turnover

Answer: A

NEW QUESTION 58

As a HR Professional you must understand the laws and regulations, which affect employee compensation. If a non-exempt employee works more than 40 hours per week, what is their overtime pay rate?

- A. 150 percent of their base pay
- B. It depends on the state where the employee is employed
- C. Non-exempt employees do not receive overtime pay
- D. 50 percent of their base pay

Answer: A

NEW QUESTION 63

Stress is often a significant issue in workplaces. Author Ravi Tangri asserts that stress costs organizations up to \$300 billion per year. Which one of the following stresses is the largest contributor to organizational cost of waste?

- A. Workplace accidents
- B. Turnover

- C. Absenteeism
- D. Drug plan costs

Answer: A

NEW QUESTION 64

The Taft-Hartley Act, also known as the Labor Management Relations Act, addressed unions and engaged in certain types of secondary boycotts. What is a secondary boycott?

- A. It is an effort to convince others to stop doing business with a particular organization that is the subject of a primary boycott.
- B. It is an effort to create more than one boycott on an organization, on two or more revenue streams.
- C. It is two or more boycotts by two or more union-backed organizations against one company.
- D. It is additional boycotts against companies that do business with a company which the union is boycotting.

Answer: A

NEW QUESTION 69

You are in the process of evaluating the current global compensation structure, which is based on headquarters biases. One of the remote offices has a very unique culture, Because their culture is diffuse often combining family, life, and work together, is universalistic, and focuses on the collective group. On the other hand, the other locations, including headquarters, have a culture that is particularistic, individualistic, and specifically divides work and family. Which of the following aspects of the current structure might be affecting the unique location by the lack of adaptation to local pressure?

- A. Defined goals are clear, relevant, and ensure line of sight
- B. Company has adopted an aggressive sales commission plan for each salesperson
- C. Company has adopted a gainsharing plan
- D. Every employment offer is detailed in writing

Answer: B

NEW QUESTION 72

The following non-immigrant visa allows managers, who work for a foreign employer, to work in the United States for a parent, subsidiary, or affiliate company if the individual worked as a manager during one of the last three years:

- A. B-1 business visitor visa
- B. L-1 intracompany transfer visa
- C. H-1B specialty occupation visa
- D. TN visa

Answer: B

NEW QUESTION 75

Which of the following is a process that occurs due to mergers, outsourcing or changing business needs?

- A. Involuntary exit
- B. Plant closing
- C. Voluntarily exit
- D. Outplacement

Answer: A

NEW QUESTION 76

Which of the following describes an employee's motivational potential, according to the job characteristics model?

- A. Ability to implement, responses, feedback
- B. Motivation factors and incentives
- C. Skill variety, task identity, task significance, autonomy, feedback
- D. job analysis, task significance

Answer: C

NEW QUESTION 79

Holly is an HR Professional for her organization and she's creating a new application for employee candidates. On Holly's application form which item is allowed?

- A. Race
- B. Gender
- C. Request for background check
- D. Sexual orientation

Answer: C

NEW QUESTION 84

As a Senior HR Professional, you should be familiar with non-monetary rewards that your company provides for its employees. Which of the following is an example of non-monetary reward?

- A. Satisfaction from challenging and exciting assignments

- B. Esteem from working with other talented people
- C. Cash compensation
- D. On-site cafeteria

Answer: D

NEW QUESTION 88

Pat is interviewing Sammy for a job in his organization. During the interview, Pat asks Sammy for a dinner date. Sammy refuses his offer, but thanks him. Pat tells Sammy that a dinner date would be beneficial to the job selection. Sammy still refuses the dinner date. Based on this conversation, Pat decides not to hire Sammy for the position. This is an example of what type of sexual harassment?

- A. Covert
- B. Quid Pro Quo
- C. Contingent
- D. Hostile Work Environment

Answer: B

NEW QUESTION 90

The HR Professional must take measures to ensure that he is involved with all areas of the HR Impact Model. What component of the HR Impact Model serves as the process integrator of all components?

- A. Programs and Processes
- B. HR Professional
- C. Catalyst
- D. Consultation

Answer: C

NEW QUESTION 91

All organizations need prevoyance, or planning, as a part of a manager's duty. As an HR Professional what is the primary purpose of planning?

- A. Directs the project team and staff to accomplish the project scope
- B. Establishes groundwork for the managers to achieve the goals of the organization
- C. Communicates the direction of the organization
- D. Establishes groundwork for the managers to achieve their goals

Answer: B

NEW QUESTION 94

Your organization has decided to close one of the manufacturing plants, where it employs 250 employees. The closing is not a reflection of the employee's performance, but due to poor sales of the equipment the plant produces. What is the employer required to do for the employees in light of the plant closing?

- A. Offer a written notice of the plant closing at least 60 days prior to the closing date.
- B. Offer the employees an opportunity to resign from their position with two week severance pay.
- C. Offer the employees a transfer to other plants that will remain open.
- D. Offer the employees a final performance assessment.

Answer: A

NEW QUESTION 97

According to Claus, which of the following HR activities is considered an upstream function?

- A. Compensation
- B. Employee relations
- C. HRIS
- D. Staffing

Answer: C

NEW QUESTION 100

During the organization of a union, it's possible that the union will gain recognition from the management. The management is then obliged to give the NLRB a list of employees who are eligible to vote in the unionization election. What is the name of the list of such employees called?

- A. Constituent List
- B. Union prospectus List
- C. Excelsior List
- D. Candidate List

Answer: C

NEW QUESTION 103

Which of the following are non-monetary rewards that a company can provide to its employees?

- A. Recognition
- B. Opportunity to learn
- C. Flexible hours
- D. Cash compensation

Answer: ABC

NEW QUESTION 105

You are preparing an on-assignment checklist for an individual going on an international assignment. Which of the following items is the LEAST important to pursue ?

- A. Creating avenues for communication
- B. Identify school for children
- C. Cross-cultural training
- D. Moving/relocation services

Answer: B

NEW QUESTION 109

You are the HR Professional for your organization. You are discussing the status of your company's employees to determine who may be considered nonexempt versus exempt. Which one of the following types of employees can never be considered exempted from overtime provisions?

- A. Administrative assistants
- B. Sales people
- C. Manual workers
- D. Managers

Answer: C

NEW QUESTION 112

Your organization will be using the point factor technique in their evaluations of job performance. You need to communicate what the point factor technique accomplishes as you're the HR Professional for your organization. Which one of the following best describes the point factor technique?

- A. Specific compensable factors are identified and then performance levels within the factors are documented.
- B. Specific compensable factors are identified and then performance levels within the factors are weighted on importance to the employee.
- C. Performance factors are identified by the employee and then performance levels within the factors are weighted based on importance to the organization.
- D. Specific compensable factors are identified and then performance levels within the factors are documented
- E. The different factors and levels are weighted based on importance to the organization.

Answer: D

NEW QUESTION 116

As an HR Professional, you must recognize and be aware of several pieces of legislation that affect your performance as an HR Professional. The National Labor Relations Board identified five categories of unfair labor practices. Which one of the following is not one of the five categories of unfair labor practices?

- A. To dominate or interfere with the formation or administration of a labor organization.
- B. To refuse individuals to organize and meet for the potential labor union creation process.
- C. To interfere, restrain, or coerce employees in the exercise of their rights to engage in concerted or union activities or refrain from them.
- D. To discriminate against employees for engaging in concerted or union activities or refraining from them.

Answer: B

NEW QUESTION 119

Which of the following factors is NOT a significant, variable in how an individual may adjust to a new cross-cultural environment?

- A. Extent of previous experience on international assignments
- B. Differences between the cultures
- C. Length of time international assignment
- D. Family situation

Answer: C

NEW QUESTION 123

Your organization has created an affirmative action plan which includes an internal audit and reporting system. According to the Department of Labor there are four actions which should be included in the internal audit and reporting system to be effective. Which of the following is not one of the Department of Labor recommended actions for the internal audit and reporting system?

- A. Require internal reporting on a schedule basis as to the degree to which equal employment opportunity and organizational objectives are attained.
- B. Monitor records of all personnel activity at all levels to ensure that nondiscriminatory policy is enforced.
- C. Post the findings of the internal audit and reporting system for all employees to review.
- D. Review report resources with all levels of management.

Answer: C

NEW QUESTION 124

What act prohibits discrimination on the basis of physical and mental disabilities?

- A. ADEA of 1967
- B. Rehabilitation Act of 1973
- C. VEVRAA of 1974
- D. IRCA of 1986

Answer: B

NEW QUESTION 127

Which of the following defenses is legitimate for a U.S. firm operating in other countries for violating Title VII of the Civil Rights Act?

- A. Treaty rights
- B. Compulsory by foreign law
- C. Is a non-extraterritorial law
- D. Sovereignty immunity

Answer: B

NEW QUESTION 132

Human resource management is conducted to achieve goals.

- A. Organizational
- B. Personnel
- C. Supervisory
- D. Management

Answer: A

NEW QUESTION 133

OSHA may inspect a workplace at any time. The purpose of these inspections is to maintain safety for all workers. OSHA has established five priorities for workplace inspections. Which one of the following statements is the correct order of most important OSHA priorities to least important OSHA priorities?

- A. Imminent danger, planned inspections in high-hazard industries, employee complaints, catastrophes and fatal accidents, follow-up inspections
- B. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, employee complaints, and follow-up inspections
- C. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, follow-up inspections, and employee complaints
- D. Imminent danger, catastrophes and fatal accidents, employee complaints, planned inspections in high-hazard industries, follow-up inspections

Answer: D

NEW QUESTION 135

A company decides to pursue an international assignment program to fill a new position in its new office in Beijing, China. With the assistance of the human professional, the management team has finalized a list of job-specific selection criteria of the ideal candidate for the role. During the interviewing process, the key selection tool utilized was role-playing. Role-playing was done entirely in Mandarin bases around common business and family situations an expatriate may face. In addition, role-playing was utilized to show how the candidate had successfully portrayed identified success factors in past behavior. Which of the following selection methods was NOT utilized in this scenario?

- A. Work sample
- B. Situational assessments
- C. Self-assessment
- D. Interview

Answer: A

NEW QUESTION 136

You have decided to measure the organization's recruiting effectiveness in the long term by calculating of turnover. Which of the following reasons represents the PRIMARY purpose of this measurement?

- A. Improve quality of employee
- B. Motivating employees effectively
- C. Risk management
- D. Assessing cost effectiveness of programs

Answer: B

NEW QUESTION 141

Robert is the HR Professional for a construction company. He's working with several site managers to communicate the requirements of OSHA reporting. Robert wants to convey the requirements of OSHA's reporting for work-related injuries. Which one of the following is the OSHA definition of a work-related injury?

- A. Any loss of life or limb resulting from an event in the work environment.
- B. Any wound or damage to the body resulting from an event in the work environment.
- C. Any physical damage to one's body resulting from an event in the work environment.
- D. Any pain, suffering, or damage to a person as a result of working in an employee position.

Answer: B

NEW QUESTION 142

Holly is the HR Professional for her organization and she's examining the type of exemptions for computer employees. What is the minimum rate that the computer employee must earn to be considered exempt?

- A. \$27.63 per hour
- B. \$17.03 per hour
- C. \$45.33 per hour
- D. \$31.23 per hour

Answer: A

NEW QUESTION 146

If an employer ignores stress in employees what symptom are employees likely to develop?

- A. De-motivation
- B. Burnout
- C. Tumors
- D. Turnover

Answer: B

NEW QUESTION 147

A U.S. Based manufacturing company has decided to expand overseas to South Korea. Which of the following is an example of environmental scanning ?

- A. Building internal training programs for the new international employees
- B. Developing a compensation structure in line with the local market
- C. Changing the company's product mix to take advantage of the new labor market
- D. Analyzing the number of skilled workers in the area

Answer: D

NEW QUESTION 148

Which of the following is one of the primary outcomes of a job analysis?

- A. Job specifications
- B. Performance criteria
- C. Highly structured questionnaires
- D. Competency model

Answer: A

NEW QUESTION 150

Which of the following is a communication that damages an individual's reputation in the community, preventing them from obtaining employment?

- A. Gainsharing
- B. Constructive discharge
- C. Duty of loyalty
- D. Defamation

Answer: D

NEW QUESTION 152

Which of the following is NOT a potential reason for a company's decision to fill a position through an international assignment?

- A. Assist in creating alignment with headquarters' goals and objectives
- B. Assist in developing a consistent culture across the corporation
- C. Specific person is the most qualified candidate for the job
- D. Lack of core skill sets for the position available in the area

Answer: C

NEW QUESTION 154

Holly is a senior worker in her organization and she is a member of the union. Her position will be eliminated in sixty days and she will be released from the company. Rather than being unemployed, Holly asks the union to move her to a less senior position and release a junior employee. If the union agrees to this, what will this term be known as?

- A. Bumping
- B. Displacement
- C. Releasing
- D. Re-organization

Answer: A

NEW QUESTION 159

Your organization has a retirement benefits plan that is covered by ERISA . Under ERISA, which of the following is your organization required to do for the plan

participants?

- A. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at a cost of no more than \$7 per participant, per year.
- B. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
- C. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no more than \$7 per participant, per month.
- D. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no cost.

Answer: B

NEW QUESTION 163

You are a HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which report is collected on odd-number of years from state and local governments?

- A. EEO-4 Report
- B. EEO-1 Report
- C. EEO-5 report
- D. EEO-3 Report

Answer: A

NEW QUESTION 165

Jennifer is the HR Professional for her organization. Her supervisor, Dan, has asked Jennifer to find the Compa-ratio for Sam. Sam earns \$40,000 as a mechanic, but the midpoint for a mechanic is actually \$50,000. What is the Compa-ratio for Sam?

- A. -\$10,000
- B. 80 percent
- C. 125 percent
- D. \$10,000

Answer: B

NEW QUESTION 167

A U.S. based high tech company decides to build a R&D office in Bangalore, India. Which of the following terms describes this kind of expansion decision?

- A. Greenfield operation
- B. International merger
- C. Joint venture
- D. Trading house

Answer: A

NEW QUESTION 168

As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the legal case, the United Steelworkers of America versus Weber regard?

- A. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring women and minorities.
- B. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from using racial criteria as a method to determine workplace advancement.
- C. The United States Supreme Court held that the Civil Rights Act of 1964 did not bar employers from favoring women and minorities.
- D. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring minorities, but could do gender based favor.

Answer: C

NEW QUESTION 170

You are a HR Professional for your organization and you're coaching Thomas on human resources practices, particularly the role of the HR Professional in strategic planning. You tell Thomas the importance of vision, mission, and values of an organization. Thomas asks what the difference is between vision and mission. Which one of the following best describes the difference between vision and mission for an organization?

- A. A vision is the purpose of a compan
- B. A mission is the task the organization aims to accomplish.
- C. A vision describes the future of the organization while a mission describes the goals of the organization.
- D. A vision describes the organization's role, what the organization is, and what the organization may aspire to b
- E. A mission describes what the organization will definitely become.
- F. A vision describes an organization's role, what the organization is, and what the organization wants to becom
- G. A mission describes the organization's purpose for being.

Answer: D

NEW QUESTION 171

Which of the following factors is NOT likely an issue a human resources professional would help a family to work through to determine the appropriateness of an international assignment for the family at that time?

- A. Is adventure and discovering new things characteristic of the family?
- B. Is the family stable and relationships currently harmonious?
- C. Is there a history of drug abuse in the family?

D. Are the children open to moving to the host country?

Answer: C

NEW QUESTION 174

The Equal Pay Act of 1963 prohibits discrimination on the basis of sex in the payment of wages or benefits, to men and women who perform substantially equal work for the same employer, in the same establishment, and under similar working conditions. The law defined substantial equality of job content on four factors. Which one of the following is not one of the four factors this law defines?

- A. Effort
- B. Working conditions
- C. Skill
- D. Education

Answer: D

NEW QUESTION 175

Which of the following stages of globalization is an organization likely in if it is pursuing a polycentric staffing approach?

- A. Domestic
- B. Global
- C. Multinational
- D. Transnational

Answer: C

NEW QUESTION 179

Mike is the HR Professional for his organization and he's documenting the relationship of contractors and employees in the organization. Mike is focusing on the control aspects as provided by the Internal Revenue Service. What aspect of the contractor control aspect is best described as how the business pays the worker?

- A. Behavioral control
- B. Contractual relationship
- C. Type of relationship
- D. Financial control

Answer: D

NEW QUESTION 182

Which of the following represents motivator to a culture that values ascription?

- A. Defined processes and procedures
- B. Diplomacy
- C. Challenge
- D. Network

Answer: D

NEW QUESTION 187

An organization would like to bid on a project, but they don't have enough employees available to complete the work. The organization approaches a competitor with the opportunity to partner on the project to win the work. What type of risk response is used in this instance?

- A. Sharing
- B. Mitigation
- C. Enhancing
- D. Transference

Answer: A

NEW QUESTION 192

What are the 4P??s in Marketing?

- A. Place, Product, Promotion, Partnership
- B. Price, Place, Product, Promotion
- C. Price, Product, Promotion, Productivity
- D. Price, Product, Promotion, Partnership

Answer: B

NEW QUESTION 194

Which of the following is NOT a factor when developing a compensation and benefits plan for expatriates?

- A. Internal company wide pay scale
- B. Compensation and benefits of expatriates in other countries
- C. Compensation and benefits of local nationals
- D. Compensation and benefits of peers back home

Answer: A

NEW QUESTION 196

Gary is an HR Professional for his organization that has several federal contracts of \$100,000 or more. His organization, as required by VEVRAA, files what form by September 30 each year, which provides the details of the veterans employed by the federal contractor?

- A. Gary must file the EEO-VETS form
- B. Gary must file the VEVRAA ACT-1 report
- C. Gary must file the EEO-1 report
- D. Gary must file the VETS-100 form

Answer: D

NEW QUESTION 200

As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What legal case found that a test that has an adverse impact on a protected class is still lawful as long as the test can be shown to be valid and job related?

- A. Washington versus Davis, 1976
- B. Griggs versus Duke Power, 1971
- C. McDonnell Douglas Cor
- D. versus Green, 1973
- E. Albemarle Paper versus Moody, 1975

Answer: A

NEW QUESTION 205

You are leading a brief presentation for your company about the ERISA program your company participates in. What is ERISA used for?

- A. It protects the interests of those who participate in employee benefit plans
- B. It protects the workers of employee compensation plans
- C. It protects private organizations that have profit sharing plans for employee compensation
- D. It allows private organizations to create investments for workers in profit-sharing plans

Answer: A

NEW QUESTION 208

Which of the following describes the global compensation and benefits strategy that would BEST align with an organization that has decided to pursue a polycentric staffing approach?

- A. Utilization of headquarters policies with little adaptation to local considerations
- B. Consistent local and global policies
- C. Consistent policies within a region, but may not thoroughly consistent across regions
- D. Consistent local policies, but may not be consistent across the organization globally

Answer: D

NEW QUESTION 210

In order to measure staffing effectiveness, a company measures the yield ratio of offers to interviews. According to the research, the company yields the following ratios for the following staffing sources: contingency firms (15% first year's salary) 1/10, website (1% G&A costs) 2/12, employee referrals (\$0 cost) 3/9, internal recruiters (4% G&A costs) 1/15. Which of the following decisions is a good decision based on the information provided above ?

- A. Pursue use of alternate staffing sources
- B. Pursue relationships with alternate contingency firms
- C. Terminate internal recruiters
- D. Promote employee referrals

Answer: D

NEW QUESTION 214

What is the compa-ratio for an employee that earns \$75,000 per year, but the midpoint for the role is \$85,000 per year?

- A. \$10,000 difference
- B. 1:88
- C. 113 percent
- D. 88 percent

Answer: D

NEW QUESTION 216

If a union wants to organize, it typically moves through five steps to the organizing process. Which step of union organization would require the union to collect at least 30 percent of signed authorization cards from employees?

- A. Confirm interest
- B. The campaign

- C. Make a connection
- D. Obtain recognition

Answer: A

NEW QUESTION 221

Herb is the HR Professional for his organization. He is preparing to hire a new employee, Hans, to the firm. Herb has asked Hans to agree, in writing, to mandatory arbitration as part of the employment offer. What does this agreement mean?

- A. It means that Hans and the organization must settle all disputes, if any arise, through a neutral third party rather than through a lawsuit.
- B. It means that Hans must file all legal complaints with the organization's attorney, before filing a lawsuit against the organization.
- C. It means that Herb's firm can research Hans to determine if he's had any lawsuits.
- D. It means that Hans cannot work for competitors without the written permission of the employer.

Answer: A

NEW QUESTION 225

Which of the following is a difference between the recruitment and selection of an individual for a position in the home country vs. For an international assignment?

- A. Cost-benefit analysis
- B. Interviewing of family
- C. Review of previous work samples, experience, etc.
- D. Reference checking

Answer: B

NEW QUESTION 229

Which of the following is NOT a reason why a company would pursue moving forward with an acquisition?

- A. Improve customer relations
- B. Increase their current market share
- C. Acquire new skills and talents
- D. Expand their product portfolio

Answer: A

NEW QUESTION 232

Which of the following statements describes a false positive in the selection process?

- A. A qualified candidate who was hired
- B. An unqualified candidate who was rejected
- C. A qualified candidate who was rejected
- D. An unqualified candidate who was hired

Answer: D

NEW QUESTION 235

As an HR Professional you must recognize and be aware of several pieces of legislation that affect your performance as an HR Professional. What term describes the illegal agreement of the management to give an individual a job, as long as the person does not join or be involved with a labor union?

- A. Yellow dog contract
- B. Scab
- C. Shill contract
- D. Non-union agreement

Answer: A

NEW QUESTION 237

Amy is a sales person for your company and she earns her pay based on commission. Amy's pay is known as variable pay or what other term?

- A. Fixed pay
- B. Commission only
- C. Base pay
- D. At risk pay

Answer: D

NEW QUESTION 240

The management and union are proceeding to an arbitration hearing that will be conducted by an arbitration panel. Which one of the following best describes the makeup of the arbitration panel?

- A. There are three arbitrators all of whom are randomly selected to serve from a pool of pre-approved management and union arbitrators.
- B. There are three arbitrators all of whom must be approved to participate by the management and the union.
- C. There are three arbitrators, one selected by the management, one selected by the union, and a neutral arbitrator whom both management and union approve of.

D. There are three arbitrators, all of whom are selected by the party not bringing the grievance.

Answer: C

NEW QUESTION 243

A company has decided to terminate the employment of an executive for performance reasons. The HR Manager to create a severance package. Which of the following factors would NOT be considered when creating the final severance package?

- A. Severity of his lack of performance
- B. Length of service at company
- C. Total compensation in relation to severance package
- D. Notice pay protection laws

Answer: A

NEW QUESTION 245

What is the time limit for filing a charge of discrimination with the EEOC?

- A. 90 days
- B. 60 days
- C. 180 days
- D. 30 days

Answer: C

NEW QUESTION 247

Which of the following factors is an incentive for company to pursue localization?

- A. Market responsiveness
- B. Brand integrity
- C. Product quality
- D. Economies of scale

Answer: A

NEW QUESTION 249

A company is considering moving its production offshore to Shenzhen, China. The HR Manager is tasked with identifying the supply and demand for skilled labor, the costs of recruiting workers, and the turnover trends in the area. When conducting this environmental scan, which of the following types of influences best describes these indicators?

- A. Political factors
- B. Economic factors
- C. International factors
- D. Labor market factors

Answer: D

NEW QUESTION 253

A company has been utilizing expatriates from headquarters to fill skill gaps internationally. However, the international assignees have been having problems building trust locally. In addition, the costs to maintain these assignments have been exorbitant. Given the current circumstances, which of the following resource groups may be a better alternative to staffing for future or to fill the international assignment positions in the long term?

- A. Local nationals
- B. Expatriates
- C. Inpatriates
- D. Third country nationals

Answer: A

NEW QUESTION 255

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. There are three primary types of bargaining that management and unions participate in. Which one of the following bargaining types aims to generate a variety of options before settling on one?

- A. Distributive bargaining
- B. Good faith bargaining
- C. Integrative bargaining
- D. Interest-based bargaining

Answer: D

NEW QUESTION 260

As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily visible to employees. What OSHA poster lists each of the employee's rights?

- A. OSHA 3165 poster
- B. OSHA 5613 poster
- C. OSHA 5131 poster
- D. OSHA 3615 poster

Answer: A

NEW QUESTION 263

Which of the following are narrative methods of appraisal that require managers to describe the employee's performance? Each correct answer represents a complete solution. Choose three.

- A. Daily review
- B. Field review
- C. Essay review
- D. Critical incident review

Answer: BCD

NEW QUESTION 265

Mark is a HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. As Mark creates this document, which one of the following is not required to be in the Affirmative Action Plan?

- A. Placement Goals
- B. Job Group Analysis
- C. Compliance Reviews
- D. Designation of Responsibility

Answer: C

NEW QUESTION 266

The Pregnancy Discrimination Act of 1978 prohibits employers from discriminating against employees on the basis of pregnancy, child birth, or other related medical conditions. This law affects organizations having what minimum number of employees?

- A. All organizations with employees must abide by this law
- B. Organizations with 100 or more employees
- C. Organizations with 15 or more employees
- D. This law only addresses federal government employees

Answer: C

NEW QUESTION 269

You have just hired a job candidate for a position in your company. You are now required by the Immigration and Control Act of 1986, to complete an employment eligibility form to verify the new employee's eligibility to work in the United States. Within how many days must you complete this form?

- A. 3 days
- B. 30 days
- C. 7 days
- D. 10 days

Answer: A

NEW QUESTION 273

Which of the following is a term used to describe efforts made by a downsizing company to help former employees through the transition to new jobs and help them re-orientate to the job market?

- A. Duty of diligence
- B. Exit interview
- C. Utility function
- D. Outplacement

Answer: D

NEW QUESTION 278

A corporation has identified an initiative to recruit and train global leaders over the next 5 year in order to become a truly transnational company. In order to meet this goal, the firm has identified and developed 30 international assignments amongst its 10 office locations. Which of the following candidates would LEAST match these positions?

- A. A 25-year old human resources representative working in South Korea who just started at the company
- B. A 40-year old finance manager working in Africa who has been with the company for 8 years
- C. A 40-year old manufacturing manager working in Thailand who has been with the company for 5 years
- D. A 55-year old engineering manager working in the U.
- E. who has been with company for 10 years and has gone on 3 international assignments

Answer: D

NEW QUESTION 281

Which of the following is NOT considered a competitive advantage strategy ?

- A. Above Market Compensation Structure
- B. Product differentiation
- C. Cost advantage
- D. Customer Intimacy

Answer: A

NEW QUESTION 282

HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- A. When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.
- B. When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.
- C. When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status
- D. When an employee treats other employees differently based on their past work efforts.

Answer: C

NEW QUESTION 283

A gap analysis is performed to measure the skill gap between current executives and the type of executives in order to have a truly global workforce. Which of the following analysis techniques does this measure utilize?

- A. Ratio analysis
- B. Criterion-referenced analysis
- C. Trend analysis
- D. Norm-referenced analysis

Answer: B

NEW QUESTION 287

Your organization is looking for methods to improve communication between the management and the employees within the company. Which one of the following methods is best described as a small but representative sampling of employees - led in a conversation by a neutral moderator about an identified topic?

- A. Focus group
- B. Workshop
- C. Pilot group
- D. Brainstorming session

Answer: A

NEW QUESTION 289

According to Black and Mendenhall, which of the following factors is NOT a function of the individual that determines the degree of adjustment required in order to adapt to a new environment?

- A. Relationship skills
- B. Self-efficacy
- C. Perception skills
- D. Family-spouse adjustment

Answer: D

NEW QUESTION 294

Which of the following factors does NOT affect the trainability of individuals?

- A. Perception of environment
- B. Time
- C. Ability
- D. Motivation

Answer: B

NEW QUESTION 298

A U.S. based high tech company has built a R&D office in Bangalore, India. Four years have passed since the Greenfield operation was successfully built. During this time, the new location has taken on higher priority engineering projects and trained and developed managerial skills of its newly recruited managers in Bangalore.

Headquarters wants the office to take on a new engineering project that would expand its business in the U.S. by adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. The project is still in the phase of identifying specifications and developing milestones, where the engineering management team is working closely with the product manager. Which of the following types of international assignment is the most appropriate for the product manager during this phase of the project?

- A. Extended business travel
- B. Long-term expatriation
- C. International commuting
- D. Localized transfer

Answer: A

NEW QUESTION 302

Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Title VII of the Civil Rights Act of 1964
- B. ADA and Rehabilitation Act of 2008
- C. ADEA of 1967
- D. Fair Labor Standards Act of 1958

Answer: A

NEW QUESTION 305

Consider your role as a HR Professional in your organization. In your duties you're to keep abreast of market trends, practices in HR, employee attitudes, and your business needs. What component of the HR Impact Model is addressed in this situation?

- A. Programs and processes
- B. Policies and procedures
- C. Catalyst
- D. Consultation

Answer: C

NEW QUESTION 307

You are the HR Professional for your organization. You're leading a presentation on equal employment opportunity terminology for your staff. Beth, a staff member, wants to know what a charge is -in regard to equal employment opportunity. What is a charge?

- A. A charge is the documentation of an alleged unlawful discrimination.
- B. A charge is an individual that has lodged a formal complaint to an agency that alleges unlawful discrimination.
- C. A charge is the evidence that unlawful discrimination has occurred.
- D. A charge is a formal complaint submitted to an agency that alleges unlawful discrimination.

Answer: D

NEW QUESTION 308

Diane is the HR Professional for her organization and she's examining the ranges for the compensation levels of her company. Which one of the following statements best describes what a range for compensation is?

- A. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are federally mandated that employees be paid.
- B. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are generally paid.
- C. A range specifies the lowest/minimum and the highest/maximum compensation rates for the worth of responsibilities.
- D. A range specifies the lowest/minimum and the highest/maximum value for which employees are generally paid through incentives.

Answer: B

NEW QUESTION 311

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position. One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A. Disparate treatment
- B. Disparate impact
- C. Accommodation
- D. Perpetuating past discrimination

Answer: A

NEW QUESTION 314

An organization is in the global stage of globalization. Which of the following BEST describes the key functions of human resources professionals working in this company at this time?

- A. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries
- B. Focused on change partner and navigator role.
- C. Experts at moving resources back and forth across countries
- D. Focused on only navigator role.
- E. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries
- F. Focused builder and change partner role.
- G. Experts at moving resources back and forth across countries
- H. Focused on change partner and navigator role.

Answer: D

NEW QUESTION 316

As an HR Professional you must be familiar with several laws and pieces of legislation that affects your practices. What act makes it illegal to discriminate against older workers with respect to benefits or to target older workers for layoffs?

- A. OWBPA
- B. OASDI
- C. HIPAA
- D. MHPA

Answer: A

NEW QUESTION 320

Which of the following is NOT a potential difference in benefits practices that Human Resources should evaluate when developing a global compensation and benefits strategy?

- A. Leaves of absences
- B. Life insurance benefits
- C. Medical coverage
- D. Reasons for termination

Answer: D

NEW QUESTION 321

Which of the following type of listening is occurring when a person is thinking. ??Robert has some legitimate points about the importance of quality and its importance in the company??s growth?? while listening to a ISO-9001 training session?

- A. Active
- B. Empathic
- C. Informational
- D. Evaluative

Answer: D

NEW QUESTION 322

Henry is the HR Professional for his organization and he's discussing the status of Amy's employment. Amy earns \$87,500 per year and receives a paycheck via direct deposit every two weeks. Amy was hired under the offer of a salary position, but she feels that she is working far more than the agreed 40 hours per week. Based on these scenarios, do you believe Amy is exempt or non-exempt?

- A. Amy is exempt because she is paid on a salary basis.
- B. Amy is not exempt because she is working more than ten percent of her total agreed hours per week.
- C. Amy is exempt because she earns more than \$1,000 per week.
- D. Amy is not exempt because she is offered bonuses as part of her pay.

Answer: A

NEW QUESTION 327

You are an HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

- A. Construct-related validity
- B. Criterion-related validity
- C. Content validity
- D. Predictive validity

Answer: A

NEW QUESTION 329

Which of the following is NOT likely an issue a human resources professional would help a dual career family to work through to determine the appropriateness of an international assignment for the family at that time ?

- A. How will the host country workers respond to a same sex family?
- B. Will the accompanying spouse be able to find a job easily?
- C. Will the employee consider commuting instead of moving the whole family to the host country?
- D. How will the loss of income from one spouse impact the family and their finances?

Answer: A

NEW QUESTION 332

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts used the terminology "work now, grieve later" to describe the urgency of performing work?

- A. Clayton Act
- B. National Labor Relations Act
- C. Railway Labor Act
- D. National Industrial Recovery Act

Answer: C

NEW QUESTION 337

The Department of Labor establishes the rules for unemployment insurance and associated claims. Who administers the unemployment?

- A. Each organization
- B. The Department of Labor
- C. Insurance companies
- D. Each state

Answer: D

NEW QUESTION 340

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. This adverse impact lawsuit determined that discrimination need not be deliberate or observable to be real. Employees were segregated by race and were allowed to work only in the lowest paid position. What lawsuit is described?

- A. Griggs versus Duke Power, 1971
- B. Albemarle Paper versus Moody, 1975
- C. Washington versus Davis, 1976
- D. McDonnell Douglas Cor
- E. versus Green, 1973

Answer: A

NEW QUESTION 342

What is the FairPay amount that defines, what a person makes, to be considered highly compensated?

- A. \$110,000 or more
- B. \$150,000 or more
- C. \$100,000 or more
- D. \$125,000 or more

Answer: C

NEW QUESTION 346

Your organization is using the whole job ranking technique as part of its non-quantitative job evaluation. Which one of the following best describes the whole job ranking technique?

- A. Jobs are ranked from lowest to highest according to the importance that each job holds.
- B. Jobs are reviewed based on the entire performance of the organization in each category.
- C. Jobs are categorized into broad categories or levels.
- D. New jobs are categorized into an existing hierarchy of jobs within the organization.

Answer: A

NEW QUESTION 348

OSHA has identified six standards that apply to almost all general industry employers. All of the following are standards as defined by OSHA that apply to employers except for which one?

- A. Emergency action plan standard
- B. Equity pay standard
- C. Exit routes standard
- D. Fire safety standard

Answer: B

NEW QUESTION 351

Which of the following is NOT a reason to outsource ?

- A. To share financial risk
- B. To manage a difficult risk
- C. To create value
- D. To gain access to world-class talent

Answer: C

NEW QUESTION 356

On November 13, 2000 CFR Part 60-2 was revised to address affirmative action to make the rules more accessible and easier to implement. Which of the following statements is not part of this significant update to the Affirmative Action program in CFR Part 60-2?

- A. Reduced the number of additional required elements of the written Affirmative Action Plan from 10 to 4
- B. Reaffirmed that affirmative action isn't to establish quotes, but to create goals
- C. Granted employers with fewer than 100 employees, permission to prepare a job group analysis that uses EEO-1 categories as job groups
- D. Workforce analysis was replaced with a one-page organizational profile

Answer: C

NEW QUESTION 361

You are assisting a highly talented engineering architect in repatriation after a short-term international assignment in Bangalore, India. After re-entry, there are no appropriate positions available in the organization at headquarters. Which of the following goals is NOT a potential goal for redeploying this individual?

- A. Maintain employee morale in the host country
- B. Building a global workforce
- C. Sharing the recently acquired knowledge
- D. Retaining the talent for the future

Answer: A

NEW QUESTION 363

Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Fair Labor Standards Act (FLSA)
- B. Occupational Safety and Health Administration (OSHA)
- C. Federal Insurance Contributions Act (FICA)
- D. Employee Retirement Income Security Act (ERISA)

Answer: C

NEW QUESTION 367

A Product Manager has been identified to travel 2 weeks every month to the Asia Engineering office on extended business travel for an eight-month period. The other 2 weeks of the month, she works at the U.S. Based headquarters. Which of the following training programs is the MOST critical to ensure success on the job?

- A. Technical ability
- B. Cross cultural team building
- C. Language
- D. Cross cultural training

Answer: D

NEW QUESTION 369

Which of the following is an intangible benefit of an international assignment?

- A. Faster cross-border project completion times
- B. Development of technical skills by local workers
- C. Increased alignment of host country goals with overall company goals and objectives
- D. Increased process efficiency

Answer: C

NEW QUESTION 370

Which of the following criteria is NOT a factor in determining the level of control of a non-

- A. U.S. corporation?
- B. Labor relations centrally controlled
- C. Principal place of business
- D. Shared management
- E. Interrelation of operations

Answer: B

NEW QUESTION 373

You are a HR Professional for your organization and you're educating your staff on the Pregnancy Discrimination Act. Which one of the following statements about the Pregnancy Discrimination Act is not true?

- A. Pregnancy related benefits cannot be limited to married employees.
- B. Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.
- C. If an employer provides any benefits to workers on leave, the employer must provide the same benefits for those on leave for pregnancy-related conditions.
- D. An employer is allowed to refuse to hire a pregnant woman because of the imminent time frame of the needed leave to deliver and care for the child.

Answer: D

NEW QUESTION 375

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