

Exam Questions PHRI

Professional in Human Resources - International

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NEW QUESTION 1

Your manager has approached you regarding her desire to outsource certain functions to an external firm. She would like for you to create a document to send to three vendors asking them for solutions for these functions that your organization is to outsource. What type of a procurement document would you create and send to the vendors in this instance?

- A. Request for Proposal
- B. Request for Quote
- C. Invitation for Bid
- D. Request for Information

Answer: A

NEW QUESTION 2

An organization is in the growth stage of the organizational life cycle. It has five locations, one in the U.S. (headquarters), two in Asia, one in South America, and one in Europe. The company has decided to utilize a geographic organizational structure. Although the foreign locations are relatively new, each office has focused on building both technical talent within its own site. Therefore, each location is fully operational and running fairly independently. However, once a year the executive team from headquarters visits each office to meet with the managers at each site to discuss the coming fiscal year's strategic goals and objectives. Which of the following factors does NOT play a factor in determining the global staffing approach in this scenario?

- A. Global growth strategy of organization
- B. Fairly locally responsive strategy by headquarters
- C. Strategic plans identified by headquarters
- D. Relative maturity of each global location

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 management's 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 Council. 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

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 6

Which of the following is NOT a significant benefit for employers to clearly communicate the direct and indirect compensation strategy to their employees?

- A. Better understanding of equity in structure
- B. Minimize confusion over issues such as vacation policy
- C. Clear understanding of compensation and performance through performance appraisals
- D. Understanding the amount of money employers pay to maintain health care benefits

Answer: B

NEW QUESTION 7

The Federal Labor Standards Act is something that all HR Professionals should be familiar with. This act clearly defines four areas that affect all employees. Which one of the following is not one of the four areas of employment covered by this act?

- A. Commissions, royalties, and tips

- B. Overtime
- C. Record keeping
- D. Minimum wage

Answer: A

NEW QUESTION 8

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 9

As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

- A. \$100,000
- B. \$10,000
- C. \$50,000
- D. \$70,000

Answer: D

NEW QUESTION 10

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 10

Jane is preparing for an interview process for an open position within her company. Jane has prepared several questions for the interview. Inher questions, Jane is careful not to ask all of the following questions, except for which one?

- A. Our hours are from 8 AM to 5 P
- B. Can you meet this requirement of the position?
- C. Where are you from?
- D. How many children do you have?
- E. What's your date of birth?

Answer: A

NEW QUESTION 15

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 16

The Americans with Disabilities Act of 1990 identifies an individual with a disability, as a person who has one or more of the following characteristics except for which one?

- A. Has a record of such impairment that substantially limits one or more major life activities
- B. Is regarded as having such impairment that substantially limits one or more major life activities
- C. Is believed by employers that an individual having a physical or mental impairment substantially limits one or more major employment activities
- D. Has a physical or mental impairment that substantially limits one or more major life activities

Answer: C

NEW QUESTION 19

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 manages 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. The management team understand that is must create an international assignment program to have this project run smoothly. The team believes that extended business travel would be the most appropriate program. In order t confirm their belief, the HR manager does extensive research. The analysis shows that extended business travel will result in \$10,000,000 additional revenue in the first year and \$5,000,000 additional revenue in the second year due to the customization of the product to customer demand. The cost of the program is \$400,000 initial investment plus a variable cost of \$100,000 per year. What is the break-even point

- A. 2.4 months
- B. 4.8 months
- C. 6 months
- D. 2 months

Answer: B

NEW QUESTION 23

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 25

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 29

According to the global performance management process, an organization should be aligning company systems in phases EXCEPT in which of the following stages?

- A. Specifying each employee's performance plan
- B. Defining global business strategy and objectives
- C. Linking benefits & rewards as well as employee development to the process
- D. Conducting the appraisal with each employee

Answer: B

NEW QUESTION 32

Which of the following is NOT a common mistake in selection procedures?

- A. Ignore long-term strategic considerations and goals for the position
- B. Adjusting global competencies to local cultures
- C. Use insufficient or not valid selection criteria
- D. Choose final candidate too quickly based on time constraints

Answer: B

NEW QUESTION 36

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 pressurea?

- 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 41

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

- 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 42

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 46

Your organization has 80 full-time employees. Management has recently informed you that they have sold their business and they'll be releasing all employees in the organization. Based on the Worker Adjustment and Retraining Notification Act of 1988, how many days must management give in writing to the employees of this organization before the mass layoff?

- A. 60 days
- B. 120 days
- C. Zero days
- D. 30 days

Answer: C

NEW QUESTION 50

Which one of the following presents the seven stages of internal consulting in the correct order?

- A. Exploring the situation, Gathering data, analyzing, and identifying findings, Gathering agreement to the project plan, Developing recommendations, Implementing, Presenting the findings and recommendations, Reviewing, transitioning, and evaluating the project.
- B. Exploring the situation, Gathering agreement to the project plan, Gathering data, analyzing, and identifying findings, Presenting the findings and recommendations, Developing recommendations, Implementing, Reviewing, transitioning, and evaluating the project.
- C. Gathering agreement to the project plan, Exploring the situation, Gathering data, analyzing, and identifying findings, Developing recommendations, Presenting the findings and recommendations, Implementing, Reviewing, transitioning, and evaluating the project.
- D. Exploring the situation, Gathering agreement to the project plan, Gathering data, analyzing, and identifying findings, Developing recommendations, Presenting the findings and recommendations, Implementing, Reviewing, transitioning, and evaluating the project.

Answer: D

NEW QUESTION 51

The HR Manager is creating an interactive training program on recruiting for a group of 20 R&D managers as well as one for a group of 20 production line leads. Which of the following is NOT a factor to consider bearing in mind these target audiences ?

- A. R&D managers have probably had similar training in the past
- B. Production line leads are probably kinesthetic learners
- C. For the production line lead group, the best media to present this information is a video
- D. The facilitator for the group of R&D managers should be a subject matter expert that can express content as "A" causes "B" incidents

Answer: C

NEW QUESTION 55

Your organization offers an employees' retirement benefit program that is covered by the Employee Retirement Income Security Act of 1974. The administrative responsibility for enforcement of the Employee Retirement Income Security Act of 1974 is divided among three government agencies. Which one of the following is not a government agency that helps to enforce ERISA?

- A. FDIC
- B. Department of Labor
- C. IRS
- D. Pension Benefit Guaranty Corporation

Answer: A

NEW QUESTION 56

Which of the following is NOT an international assignee?

- A. Expatriate
- B. Inpatriate
- C. Third country nationals
- D. Local nationals

Answer: D

NEW QUESTION 59

There are seven stages of internal consulting that a HR Professional must be familiar with. Which one of the following is not one of the seven stages of internal consulting?

- A. Exploring the situation
- B. Implementing
- C. Developing recommendations
- D. Executing the project plan

Answer: D

NEW QUESTION 64

When assessing the gaps between actual and desired organizational performance, which of following measures would NOT considered ?

- A. Benchmarked results
- B. Training and development
- C. Individual assessment
- D. Task assessment

Answer: B

NEW QUESTION 68

After performing a global gap analysis, the global HR team has identified an initiative to identify at least three potential candidates for each Senior Director and VP position. In order to build accountability for implementing this initiative, which of the following pieces of information is NOT necessary?

- A. Source of resources
- B. Modes of communication
- C. Benefit to the individual and organization
- D. Developing S.M.A.R.T objectives

Answer: B

NEW QUESTION 71

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. Which OSHA form is used to cover the what, how, when, where, and who or work- related injuries?

- A. Form 301
- B. Form 300
- C. Form 300A
- D. Form 3165

Answer: B

NEW QUESTION 76

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A. This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964
- B. This is an example of a violation of the Title VII of the Civil Rights Act of 1964
- C. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- D. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company

Answer: A

NEW QUESTION 80

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 documente
- E. The different factors and levels are weighted based on importance to the organization.

Answer: D

NEW QUESTION 83

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 84

As an HR Professional you should be familiar with the terminology, practices, and rules governing union-based strikes. An organization utilizes union labor and non-union labor in their operations. The union goes on a strike; so the organization shifts work to the non-union labor to offset the effects of the strike. If the union labor decides to picket the operations of the non-union labor, what term is assigned to this process?

- A. Double Breasting Picketing
- B. Common situs picketing
- C. Wildcat strikes
- D. Sympathy strike

Answer: A

NEW QUESTION 86

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 88

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 92

Which of the following is NOT a potential reason for geographic differentials in pay?

- A. Different cost of living standards
- B. Incentive to attract skilled workers to an area, which normally has rain for 80% of the year
- C. Existence of a large group of minorities in the area
- D. Incentive to attract workers to a foreign country

Answer: C

NEW QUESTION 95

Which of the following is the process of systematically determining a relative internal value of a job in an organization?

- A. Job evaluation
- B. Broadbanding
- C. SWOT Analysis
- D. Gainsharing

Answer: A

NEW QUESTION 100

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?

- A. Frederick Herzberg
- B. Allen
- C. Kennedy
- D. Edgar Schein
- E. Edwards Deming

Answer: C

NEW QUESTION 101

Beth is a HR Professional for her organization and she's discussing the risk of growing her organization's business. What is risk and why would it be considered in HR for organizational growth?

- A. Risk is an uncertain event or condition that may help or hinder an organization
- B. Adding employees can help positive risks or amplify negative risk events.
- C. Risk is an adverse event that can halt, hinder, or hurt the objectives of a business.
- D. Risk is a negative event that an organization must consider when adding new employees to grow a company.
- E. Risk is an uncertain event or condition that can have a positive or negative effect on the goals of an organization.

Answer: A

NEW QUESTION 102

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 107

Which of the following measures the level of learning achieved by the participants of a training program?

- A. 360-degree feedback process
- B. Performance tests
- C. Performance appraisals
- D. Pre-/post measures

Answer: D

NEW QUESTION 112

You are a HR Professional for your organization and your supervisor is asking you about the details of the Civil Rights Act of 1991, and what it means to your company. He wants to know what the total damages could be if an organization is found liable by a jury trial. What is the maximum amount that could be awarded to a victim of discrimination if the organization is found liable?

- A. There is no limited amount as the jury can determine damages
- B. \$50,000
- C. \$300,000
- D. \$500,000

Answer: C

NEW QUESTION 115

An Organization's sales team is made up of two individuals to sell its products internationally. In lieu of the small group, the company has decided to utilize representatives from other inability to communicate its technical aspects. Which of the following elements should the sales team work with marketing on to resolve this problem?

- A. Improve Place (ie channel partner relationships)
- B. Improve Product
- C. Improve Promotion
- D. Lower Prices

Answer: C

NEW QUESTION 116

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 120

An organization is considering services it can successfully provide to its customers. One of the services, however, is deemed to be difficult to offer with a high degree of certainty of success. The organization has decided not to offer the service because of the risk in offering the service, and failing. What risk response is used in this scenario?

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

Answer: C

NEW QUESTION 122

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 company.
- 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 become.
- 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 become.
- G. A mission describes the organization's purpose for being.

Answer: D

NEW QUESTION 126

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 131

Which of the following is a shared characteristic of all four levels of learning, as identified by Kirkpatrick?

- A. Questioning
- B. Reaction
- C. Results
- D. Behavior

Answer: A

NEW QUESTION 134

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

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

Answer: D

NEW QUESTION 135

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 137

Which of the following are types of training evaluation? Each correct answer represents a complete solution. Choose all that apply.

- A. Testing
- B. Behavior
- C. Learning
- D. Reaction
- E. Results

Answer: BCDE

NEW QUESTION 139

Which of the following is NOT a potential outcome of a poor decision making process by the individual in resolving to pursue an international assignment?

- A. Home country manager addresses problems quickly and thoroughly while the individual is on assignment
- B. Dissatisfaction by assignee's family
- C. Individual evaluates aspects of the international assignment incorrectly due to the lack of knowledge in doing so
- D. Unrealistic expectations about assignment

Answer: A

NEW QUESTION 142

You are an HR Professional for your organization. Your organization employs 120 people in the United States. You are required to file the EEO-1 report for your

organization by what date?

- A. April 15 of each year
- B. The anniversary date of your organization reaching 100 employees
- C. January 1 of each year
- D. September 30 of each year

Answer: D

NEW QUESTION 145

Which of the following issues does the International Labor Organization (ILO), European Union (EU), and the Organization Economic Cooperation and Development (OECD) all address?

- A. Industrial relations
- B. Combating bribery
- C. Taxation
- D. Education and culture

Answer: A

NEW QUESTION 149

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 153

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 exempted labor unions and agricultural organizations from The Sherman Antitrust Act?

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

Answer: A

NEW QUESTION 154

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 155

The success of an internal business process is evaluated by the extent to which that process meets the objectives of its function. Which of the following best describes this measurement of success?

- A. Management by objective
- B. Effectiveness
- C. Balanced scorecard
- D. Efficiency

Answer: B

NEW QUESTION 157

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address a minimum wage for employees?

- A. Portal-to-Portal Act
- B. Walsh-Healey Public Contracts Act
- C. Davis-Bacon Act
- D. Fair Labor Standards Act

Answer: C

NEW QUESTION 159

Which of the following BEST identifies the stages in the strategic planning process ?

- A. Mission & Vision -> Determine Strategic Issues by performing a Gap Analysis, SWOT Analysis, & Benchmarking -> Strategy Formulation -> Strategy Implementation -> Evaluation & Control
- B. Strategy Development -> Strategy Formulation -> Strategy Implementation -> Strategy Evaluation
- C. Mission & Objectives -> Strategy Formulation -> Environmental scanning -> Strategy Implementation -> Evaluation & Control
- D. Mission & Objectives -> Determine Action Plans -> Strategy Implementation -> Evaluation & Control

Answer: A

NEW QUESTION 160

A union is performing a jurisdictional strike in front of a construction site. What is a jurisdictional strike?

- A. It is a strike through which the union seeks to pressurize an employer to assign a particular work to its members; rather than to members of other unions or to the non-union workers.
- B. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract although there is already an approved contract in place.
- C. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract because the current contract between the employer and the union has expired.
- D. It is a strike through which the union seeks to pressurize an employer to assign all work to its members, rather than to members of non-union workers.

Answer: A

NEW QUESTION 163

Which of the following is NOT A measurement technique that measures the effectiveness of an internal process?

- A. Cost-benefit analysis
- B. Break-even analysis
- C. Correlational study
- D. Return on Investment (ROI) analysis

Answer: C

NEW QUESTION 166

John is the HR Professional for his organization. He is interviewing Sally for a sales position and he has asked Sally to provide an instance of how she worked with a tough customer in the past, how Sally resolved the situation, and what the outcome of the experience was. This is what type of interviewing technique?

- A. Prescreen interview
- B. Behavior-based interview
- C. Directive interview
- D. Stress interview

Answer: B

NEW QUESTION 168

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 169

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 171

Which of the following is NOT one of the four fundamental principles and rights at work established by the International Labor Organization (ILO)?

- A. Collective redundancy
- B. Elimination of forced or compulsory labor
- C. Abolition of child labor
- D. Elimination of employment-related discrimination

Answer: A

NEW QUESTION 175

Which of the following functions does a job description NOT serve?

- A. Tool during performance appraisals
- B. Tool for diversity plan
- C. Tool for selection criteria
- D. Tool for HR planning

Answer: B

NEW QUESTION 179

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 183

You are the HR Professional for your organization and you have been asked to hire a project manager. The average market salary for the project management position, you have available is \$87,500. Which one of the following salaries would be indicative of lagging the market?

- A. \$79,000
- B. \$101,000
- C. \$87,500
- D. \$88,000

Answer: A

NEW QUESTION 185

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 188

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. OSHA form 301 is used to document the incident that caused the work-related injury or illness. How long is an organization required to keep the form on record?

- A. One year from the date of the incident
- B. Five years following the year of the incident
- C. Three years following the year of the incident
- D. 90 days following the year of the incident

Answer: B

NEW QUESTION 189

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 194

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 199

Which of the following factors dose ONT affect the trainability of individuals?

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

Answer: B

NEW QUESTION 204

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 manages 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 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 205

A HR staffing plan is different from strategic HR planning because it is a lot more tactical responding quickly to changes. Which of the following is NOT a factor that helps to ensure that the tactical HR staffing plan is linked to strategic HR planning?

- A. Should get buy-in from a large audience when developing global RH staffing plans
- B. Assumptions of the HR staffing plan is explicit and fact-based when communicating the plan across the various global locations
- C. HR staffing plan clearly aligns with organizational goals
- D. Perform a gap analysis to determine the current staffing pool v
- E. the future needs

Answer: D

NEW QUESTION 207

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 210

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 211

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 212

Which of the following is NOT likely an issue a human resources professional would help a dual career family to work though 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 217

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 222

In order to develop a global competency model for global leaders at a high tech company, a HR Manager decides to study the connotation of specific attributes across the various office locations. Which of the following types of culture would be the LFAST valuable to evaluate in order to develop a valid and reliable model?

- A. Local culture
- B. Professional culture
- C. National culture
- D. Corporate culture

Answer: B

NEW QUESTION 225

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 227

Which of the following is NOT an external third-party source for recruiting ?

- A. Private employment agencies
- B. Labor unions
- C. Outplacement firms
- D. Agencies

Answer: B

NEW QUESTION 230

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 231

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 232

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 236

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