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### Question: 86

----- is a work stoppage that is neither authorized nor supported by the union.

- A. Economic strike
- B. Wildcat strike
- C. Sympathy strike
- D. Cross the picket line

### Answer: B

Explanation:

A wildcat strike is a strike undertaken by unionized workers without union leadership's authorization, support, or approval. C it is illegal.

Crossing the picket line means to go to work while other employees at one's place of work are picketing. An economic strike is a legal strike where employees strike in order to obtain some economic concession from the employer such as higher wages, shorter hours, or improved working conditions. The following strikes are legal under Section 7 of the National Labor Relations Act (NLRA): Economic

strikes, in which employees attempt to pressure the employer to concede to their demands for improvements in wages, benefits or working conditions; and Unfair labor practice strikes, in protest of an employer's committing an unfair labor practice.

### Question: 87

Employees at the Fawn corporation are canvassing for the establishment of the ----- principle in the disciplinary procedure of the company. The employees state that the principle provides that employees should be treated fairly, given clear expectations, and provided an opportunity to defend themselves for a dischargeable offense.

- A. Distributive justice
- B. Due process
- C. Duty of good faith and fair dealing
- D. Dual representation

### Answer: B

Explanation:

In the employment context, due process involves two basic principles: that employees are entitled to know the nature of their alleged misconduct or poor performance, and that employees should be given a reasonable opportunity to respond to those allegations before any decisions are made regarding imposition of discipline. In the U.S.A., public employees that have a property interest in their job are entitled to pre-termination due process as a matter of law. This typically comes into play when there is a disciplinary action taken against a government employee whose employment terms are spelled out in a contract, often negotiated by a union.

### Question: 88

In which stage of strategic planning do managers develop action plans and assign staff members to projects?

- A. Evaluation
- B. Development
- C. Implementation
- D. Formulation

**Answer: C**

Explanation:

During the strategy implementation phase of strategic planning, the plan is put into action. Managers develop action plans and allocate resources toward achieving organizational objectives.

**Question: 89**

The HR specialist prepares a business case to support an initiative. The case includes descriptions of the project's goals and benefits, method, budget, and time-line.

What other information would have been good to include?

- A. Endorsements from organization stakeholders
- B. Communication plan the project team will use
- C. Detailed description of the methodology that will be used
- D. Analysis of the initiative's possible risks

**Answer: D**

Explanation:

The business case should include some discussion of possible risks and approaches to managing them. Detailed descriptions are not suitable for this audience. Endorsements are not usually part of a business case.

**Question: 90**

The evaluation level of learning characterizes changes in what?

- A. Knowledge
- B. Engagement
- C. Productivity
- D. Performance

**Answer: A**

Explanation:

The learning level of the Kirkpatrick training evaluation model evaluates how the training has developed the trainees' knowledge, skills, and abilities based on the learning objectives. The reaction level helps to measure how engaged the trainees were, how actively they contributed, and how they reacted to the training. The behavior level helps to

understand how well employees applied what they learnt. The results level includes training outcomes which demonstrate a good return on investment (ROI), and improvements in organizational productivity.

### **Question: 91**

What branding proposition best answers the question why a talented individual would want to work for a particular company?

- A. Develop an employee value proposition
- B. Leverage current employees and alumni network
- C. Cultivate a strong onboarding process
- D. Offer learning and development opportunities

### **Answer: A**

Explanation:

Employee Value Proposition (EVP) refers to the rewards and benefits received by employees in return for their performance at the workplace. An Employee Value Proposition (EVP) as a set of associations and offerings provided by an organization in return for the skills, capabilities and experiences an employee brings to the organization. Developing an EVP is crucial to an effective employer brand strategy.

### **Question: 92**

What talent strategy ultimately emphasizes the organization's needs when considering an employee's career path?

- A. Training and development
- B. Career management
- C. Career planning
- D. Talent management

### **Answer: B**

Explanation:

Career management is an employer-driven talent strategy that involves preparing, implementing, and monitoring employee career paths with a primary focus on the goals and needs of the organization. Career planning is an ongoing process whereby an individual sets career goals and identifies the means to achieve them - it is the individual's responsibility. Talent Management is the full-scope of integrated HR processes designed to attract, develop, motivate, retain, and deploy productive employees to achieve organizational goals.

### **Question: 93**

What budgeting method categorizes according to enterprise undertakings as opposed to standard departments?

- A. Zero-based budgeting
- B. Formula-based budgeting

- C. Capital budgeting
- D. Activity-based budgeting

**Answer: D**

Explanation:

Activity-based budgeting records, researches, and analyzes activities that lead to costs for a company and thereafter prepares the budget based on the result. With activity-based budgeting, corporate activities are thoroughly analyzed to predict costs. With zero-based budgeting, all expenses must be justified for each new period.

**Question: 94**

What is the role of HR when conducting an investigatory interview?

- A. Risk manager
- B. Compliance officer
- C. Procedural advisor
- D. Subject matter expert

**Answer: A**

Explanation:

Allegations of serious misconduct leads to workplace investigation which include investigatory interviews which are crucial to a fair outcome. When investigatory interviews are done correctly, they can uncover essential information for or against allegations of wrongdoing. However, when carried out poorly, they can lead to serious consequences for a company, including substantial damage, back pay awards or even full reinstatement of an employee.

**Question: 95**

What is the best way to increase confidence in stakeholders regarding business continuity and disaster recovery?

- A. Engagement survey of company readiness in the event of a disaster
- B. Conducting training drills
- C. Developing a business case
- D. Provide metrics from benchmarking disaster recovery plans of similar companies

**Answer: B**

Explanation:

By conducting training drills it shows a preparedness for business continuity and disaster recovery situations.

**Question: 96**

Why would the Human Resource function perform a benefits needs assessment?

- A. It enables the organization to understand competitors' benefits practices
- B. It prioritizes the employer's strategic perspective of employee benefits
- C. It determines the best benefits selection and design, industry-wide
- D. It is crucial to attracting and retaining top talent

**Answer: D**

Explanation:

A needs assessment should be conducted to determine the best benefits selection and design based on the needs and wants of the employees. The needs assessment may include an employer's perception of employee benefits needs, competitor's benefits practices, and tax laws and regulations.

### Question: 97

What key determination must be made prior to outsourcing a function?

- A. What is the cost of resources and technology required to keep the function in-house?
- B. Is there a service level agreement in place?
- C. Does it involve a competency core to the firm?
- D. Has a needs assessment been completed?

**Answer: C**

Explanation:

The purpose of outsourcing is to ensure best practice in key business components such as data processing, supply-chain management, warehousing, etc. By divesting themselves of these non-core activities, companies can focus their energy on core business areas where they have the competitive advantage, while taking advantage of cost savings from the outsourced functions. Core activities are the vital activities of an organization. If the organization outsourced its core functions, it would be creating a competitor or dissolving itself.

### Question: 98

What should a HR professional do prior to initiating a major, sweeping, controversial change initiative?

- A. Infuse accurate information about the change initiative into the grapevine
- B. Evaluation of the initiative
- C. Needs assessment
- D. Pilot program

**Answer: D**

Explanation:

The purpose of conducting a pilot study is to examine the feasibility of an initiative before it is implemented on a larger scale. A pilot study is usually carried out on small select members of the relevant population.

### Question: 99

When considering a Reduction In Force (RIF), what offer might be made?

- A. COBRA benefits must be provided by all employers to all employees subject to the RIF
- B. Give employees the option to volunteer
- C. Compliance requirements such as a severance package
- D. Last In - First Out (LIFO) layoff system per the Older Workers Benefit Protection Act (OWBPA)

### Answer: B

Explanation:

COBRA does not apply to every employer but to employers with 20 or more employees. Severance packages are voluntary and not compliance-related. The OWBPA does not require a LIFO system in RIFs - the OWBPA protects the employee benefits of older workers.

### Question: 100

The HR professionals in a corporation have updated their tools to include an advanced analytics tool that displays important, high-level, real-time HR metrics using interactive data visualizations that can be configured to show how it correlates with strategic goals.

This tool is most likely a;

- A. Dashboard
- B. Predictive analytics
- C. Balanced scorecard
- D. Performance data tool

### Answer: A

Explanation:

A HR dashboard is an advanced analytics tool that displays important HR metrics using interactive data visualizations. Turning to a professional online dashboard, HR professionals can keep a close eye on employee performance, recruiting, and talent management processes.





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