

Senior Professional in Human Resources Practice Test Questions and Answers

1. What is the primary focus of strategic human resource management?

- A) Day-to-day administrative tasks
- B) Aligning HR practices with organizational strategy
- C) Processing payroll efficiently
- D) Managing employee complaints

2. Which employment law requires employers to provide unpaid family and medical leave?

- A) Americans with Disabilities Act
- B) Fair Labor Standards Act
- C) Family and Medical Leave Act
- D) Civil Rights Act

3. What is the most effective approach to organizational change management?

- A) Top-down mandates without employee input
- B) Gradual implementation with stakeholder engagement
- C) Immediate full-scale changes
- D) Outsourcing all change activities

4. Which metric is most important for measuring HR effectiveness at the strategic level?

- A) Time to fill positions
- B) Training hours per employee
- C) Employee engagement and retention
- D) Number of HR policies created

Answers: 1-B 2-C 3-B 4-C

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