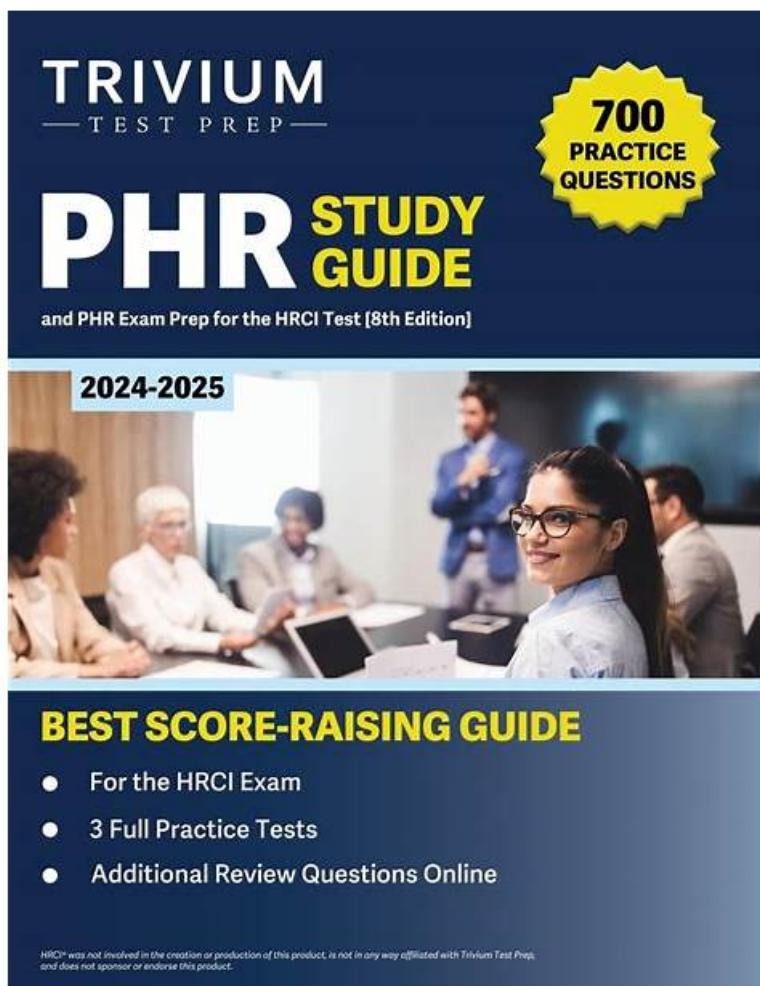


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To be eligible to take the PHR Exam, candidates must have a minimum of two years of professional HR experience. Candidates with a bachelor's degree in HR or a related field may be eligible to take the exam with only one year of experience. In addition, candidates must adhere to a strict code of ethics and professional conduct.

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## **HRCI Professional in Human Resources Sample Questions (Q53-Q58):**

### **NEW QUESTION # 53**

Deal and Kennedy defined the four dimensions of organizational culture that you should be familiar with, as an HR Professional. What dimension of organizational culture is best defined by the hidden hierarchy of power?

- A. Heroes
- B. Joy
- **C. Culture network**
- D. Values

**Answer: C**

### **NEW QUESTION # 54**

Which of the following types of training evolution measures whether the training had a positive impact on the bottom line?

- A. Learning
- B. Behavior
- C. Reaction
- **D. Result**

**Answer: D**

### **NEW QUESTION # 55**

If an employee wants to participate in a union, they'll often have union dues to pay. The employer is obligated to deduct the payment from the employee's paycheck and give it to the union only if which condition is met?

- A. The union representative must contact the employer and verify the request on behalf of the employee.
- B. The person requesting for the union dues deduction must be employed for more than 120 days.
- C. The person requesting for the union dues deduction must be employed for more than 90 days.
- **D. The person requesting for the union dues deduction must make the request in writing.**

**Answer: D**

### **NEW QUESTION # 56**

An organization is implementing a new training curriculum to ensure employee competency in specific areas.

The long-term goal is to turn the curriculum into an internal certification program that will be used as part of career development and succession planning. A Senior IT Technician files a grievance with the union, claiming that the entire program is unfair since the technician is at the highest level of the position. Which of the following scenarios could result in an unfair labor practice?

- A. Transferring the employee to a lower-level position to allow for career progression
- B. Continuing to develop the program during the grievance proceedings
- **C. Telling the employee they would not benefit from the program due to their level**
- D. Postponing the development of the program during the grievance proceedings

**Answer: C**

Explanation:

Telling an employee that they would not benefit due to their level could discourage participation or retaliate against unionized workers, potentially violating the National Labor Relations Act (NLRA) protections against coercive practices.

Official Extract:

"Employers must avoid actions or statements that interfere with employees' protected rights, including discouraging participation in

development programs based on union affiliation or status." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Labor Relations and Training)

## NEW QUESTION # 57

(Enter the answer as a numeric value.)

An employer onboards 150 employees. The new hire turnover rate is \_\_\_\_\_% if 30 individuals from this group are terminated within the first 90 days.

### Answer:

### Explanation:

20

### Explanation:

Formula: (Number of terminated employees ÷ Number of hires) × 100 =  $(30 \div 150) \times 100 = 0.2 \times 100 = 20\%$  Official Extract: "Turnover rates are calculated as the number of separations during a period divided by the total number of employees, multiplied by 100 to yield a percentage." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, HR Metrics and Analysis)

## NEW QUESTION # 58

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