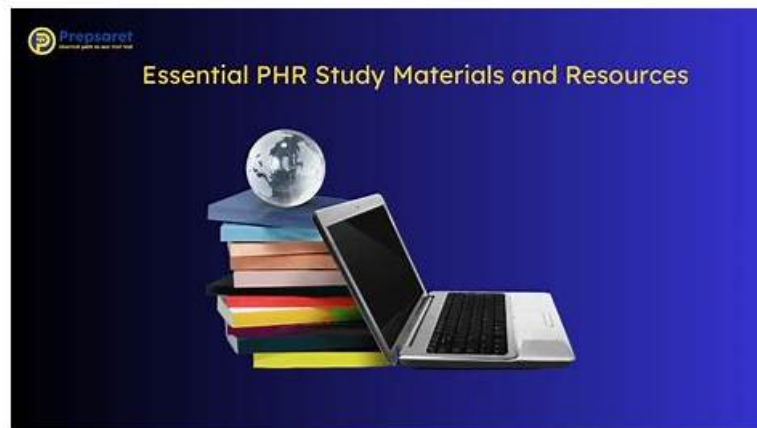


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## HRCI Professional in Human Resources Sample Questions (Q93-Q98):

### NEW QUESTION # 93

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

**Answer: B**

### NEW QUESTION # 94

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. 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.**
- 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. Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.

**Answer: B**

### NEW QUESTION # 95

(Enter the answer as a numeric value.)

An employee's base pay is \$20 per hour. They worked 48 hours in one week and received a spot bonus of \$200. Their gross pay for the week is \_\_\_\_\_.

**Answer:**

Explanation:

1240

Explanation:

Here's how to calculate: First 40 hours =  $40 \times \$20 = \$800$  Overtime (8 hours at  $1.5\times$ ) =  $8 \times \$30 = \$240$  Bonus = \$200 Total Gross Pay =  $\$800 + \$240 + \$200 = \$1,240$  Official Extract: "Overtime pay must be calculated at one and one-half times the regular rate for hours worked over 40 in a workweek, plus any bonuses, to determine total gross pay." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Wage and Hour Compliance)

### NEW QUESTION # 96

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

**Answer: B**

### NEW QUESTION # 97

Management and union representatives are working through a collective bargaining agreement. What term is used in this process to describe arbitration that is used to resolve conflicts around contract language in the collective bargaining agreement?

- A. Permanent arbitration
- **B. Interest arbitration**
- C. Decisions
- D. Ad hoc arbitration

**Answer: B**

Explanation:

Explanation/Reference:

### NEW QUESTION # 98



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