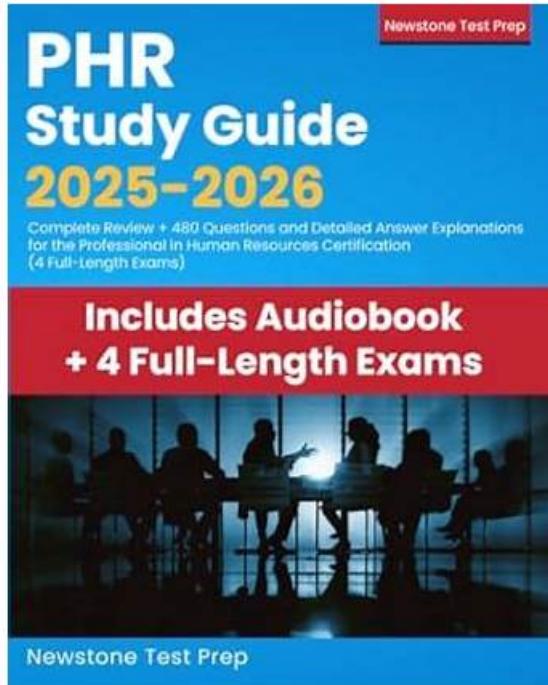


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## HRCI Professional in Human Resources Sample Questions (Q32-Q37):

### NEW QUESTION # 32

You are completing a Form I-9 with a newly hired employee. Which one of the following documents is not allowed as a proof of identity and employment eligibility for the newly hired employee?

- A. Certificate of naturalization
- **B. Driver's license**
- C. Expired US passport
- D. Unexpired reentry permit

**Answer: B**

### NEW QUESTION # 33

You are a HR Professional for your organization. You have presented an idea to your staff. The staff members then discuss their ideas based on your presentation. All of the ideas are recorded and collectively ranked from most important to least important (or some other ordinal scale). Through this process a selection or forecast can be made for the organization. What forecasting technique have you used in this scenario?

- A. Ratio analysis
- B. Brainstorming
- **C. Nominal group technique**
- D. Delphi Technique

**Answer: C**

### NEW QUESTION # 34

A receptionist has a need for intermittent leave of absence. Which of the following staffing methods would be most cost-effective to fill the vacancy?

- A. Intern program
- **B. On-call employee**
- C. Seasonal worker
- D. Full-time transfer

**Answer: B**

Explanation:

Using an on-call employee provides flexibility and cost efficiency to cover intermittent absences without the commitment of hiring a full-time replacement or seasonal worker. It ensures minimal disruption with lower costs.

Official Extract:

"On-call staffing provides flexible coverage for short-term or intermittent workforce needs, minimizing costs associated with traditional hiring methods." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Flexible Staffing Strategies)

### NEW QUESTION # 35

You have just hired a job candidate for a position in your company. You are now required by the Immigration and Control Act of 1986, to complete an employment eligibility form to verify the new employee's eligibility to work in the United States. Within how many days must you complete this form?

- **A. 3 days**
- B. 10 days
- C. 7 days
- D. 30 days

**Answer: A**

## NEW QUESTION # 36

Within the strategic planning process, an internal scan identifies:

- A. Desired results.
- B. Current results.
- C. Desired resources.
- D. **Current resources.**

**Answer: D**

Explanation:

An internal scan evaluates the organization's current resources - such as financial, human, and operational assets - to assess strengths and weaknesses as part of strategic planning.

Official Extract:

"An internal scan assesses existing organizational resources, workforce competencies, and operational capabilities to inform strategic goal setting." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Organizational Assessment)

## NEW QUESTION # 37

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