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Latest HRCI - PHR - Professional in Human Resources Test Discount

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HRCI Professional in Human Resources Sample Questions (Q72-Q77):

NEW QUESTION # 72

You are a HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. One of the requirements in the interview process for a graphic designer is, for the graphic designer to use a software program and to create a simple brochure. This is an example of what type of validity?

- A. Content validity
- B. Criterion-related validity
- C. Predictive validity
- D. Construct-related validity

Answer: A

NEW QUESTION # 73

A union is performing a jurisdictional strike in front of a construction site. What is a jurisdictional strike?

- A. It is a strike through which the union seeks to pressurize an employer to assign all work to its members, rather than to members of non-union workers.
- B. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract although there is already an approved contract in place.

- C. It is a strike through which the union seeks to pressurize an employer to assign a particular work to its members; rather than to members of other unions or to the non-union workers.
- D. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract because the current contract between the employer and the union has expired.

Answer: C

NEW QUESTION # 74

Interactive computer lessons combined with teleconferences and traditional classroom instruction is an example of:

- A. Simulations training
- B. Blended learning
- C. Strategic training
- D. Distance learning

Answer: B

Explanation:

Blended learning combines multiple methods - like in-person instruction, online modules, and virtual meetings - to create a flexible, interactive learning experience, enhancing engagement and knowledge retention.

Official Extract:

"Blended learning programs integrate multiple delivery methods, combining instructor-led training with online learning to maximize educational impact." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Training Delivery Methods)

NEW QUESTION # 75

Your organization offers an employees' retirement benefit program that is covered by the Employee Retirement Income Security Act of 1974. The administrative responsibility for enforcement of the Employee Retirement Income Security Act of 1974 is divided among three government agencies. Which one of the following is not a government agency that helps to enforce ERISA?

- A. IRS
- B. Pension Benefit Guaranty Corporation
- C. Department of Labor
- D. FDIC

Answer: D

NEW QUESTION # 76

There are seven stages of internal consulting that an HR Professional must be familiar with. Consider this scenario: Frances has developed an HR training plan for her organization. The plan is comprehensive, aggressive, and will provide organizational development for all levels of employees in the company.

Frances is presenting her plan to her organization's management. What level of internal consulting is Frances participating in?

- A. Exploring the situation
- B. Reviewing, transitioning, and evaluating the project
- C. Presenting the findings and recommendations
- D. Gaining agreement to the project plan

Answer: D

NEW QUESTION # 77

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