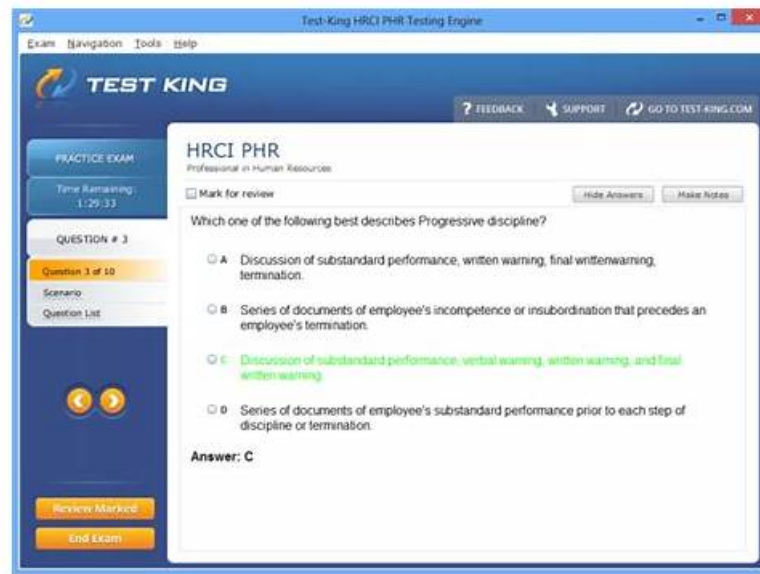# 100% Pass Quiz 2026 HRCI PHR–Marvelous Testing Center

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HRCI Professional in Human Resources Sample Questions (Q43-Q48):

NEW QUESTION # 43
Which of the following situations can an organization best defend if a discrimination complaint is filed?

- A. Requiring pilots to maintain a certain weight
- B. Prohibiting call center associates from having visible body piercings
- C. Prohibiting kitchen staff from having visible tattoos
- D. Requiring a religious statement for a Catholic university professor

Answer: D

Explanation:
In religious institutions like a Catholic university, requiring certain employees (especially faculty) to adhere to religious standards is generally permissible under the ministerial exception and Title VII protections for religious organizations.
Official Extract:
"Religious organizations are permitted to require employees who perform religious functions to conform to the institution's religious beliefs and practices." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Employment Law Compliance - Religious Exceptions)

NEW QUESTION # 44

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 make the request in writing.
- C. The person requesting for the union dues deduction must be employed for more than 120 days.
- D. The person requesting for the union dues deduction must be employed for more than 90 days.

Answer: B

NEW QUESTION # 45

After rounds of team interviews of finalist candidates, one of the raters consistently recommends the last candidate in each round to continue through the process. What type of bias does this represent?

- A. Bias error
- B. Halo effect
- C. Contrast error
- D. Recency effect

Answer: D

Explanation:
The recency effect occurs when evaluators place too much emphasis on the most recent information they received - in this case, the last candidate interviewed - rather than evaluating all candidates equally.
Official Extract:
"The recency effect is a type of interview bias where the most recently reviewed candidates or events are disproportionately weighted in evaluation decisions." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Interview and Selection Bias)

NEW QUESTION # 46

What of the following statements defines total rewards?

- A. It is the compensation a person earns for their time.
- B. It is the total amount of pay a person earns per year.
- C. It is the amount of pay a person earns per hour.
- D. It is the compensation and the benefits a person earns.

Answer: D

NEW QUESTION # 47

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 Fran participating in?

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

Answer: B

NEW QUESTION # 48

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