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# HRCI Professional in Human Resources Sample Questions (Q109-Q114):

**NEW QUESTION # 109**
The first step in reducing cyber liability is by:

- A. Granting specific tiers of access
- B. Developing an acceptable use policy
- C. Terminating employees in violation
- D. Signing a confidentiality agreement

**Answer: B**

Explanation:
The first proactive step in reducing cyber liability is to develop an acceptable use policy. This policy clearly outlines what constitutes acceptable and prohibited behavior regarding company networks, systems, and data, helping to prevent security breaches before they happen.
Official Extract:
"Implementing an acceptable use policy is essential to mitigate cyber risks by informing employees about appropriate use of company systems and safeguarding sensitive information." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Cybersecurity Risk Management)

**NEW QUESTION # 110**
Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Fair Labor Standards Act (FLSA)
- B. Employee Retirement Income Security Act (ERISA)
- C. Occupational Safety and Health Administration (OSHA)
- D. Federal Insurance Contributions Act (FICA)

**Answer: D**

**NEW QUESTION # 111**
As an HR Professional you should be familiar with OSHA forms for maintaining employee records. Which OSHA form is used to cover the what, how, when, where, and who or work-related injuries?

- A. Form 301
- B. Form 3165
- C. Form 300
- D. Form 300A

**Answer: C**

**NEW QUESTION # 112**
As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

- A. $50,000
- B. $100,000
- C. $70,000
- D. $10,000

**Answer: C**

## NEW QUESTION # 113

A primary advantage to using employee candidate referrals is that it:

- A. Tends to create a homogeneous workforce.
- B. Requires retraining of self-directed work teams.
- C. Increases competition among employees.
- D. Improves the employee retention rate greatly.

**Answer: D**

Explanation:
Candidate referrals generally increase retention rates because referred candidates tend to better understand the culture, have more realistic expectations, and feel more connected. However, employers must also be cautious about inadvertently limiting diversity.
Official Extract:
"Employee referral programs improve retention metrics due to pre-existing cultural alignment and realistic job previews, often reducing turnover rates and onboarding time." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Recruitment Strategies)

## NEW QUESTION # 114

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