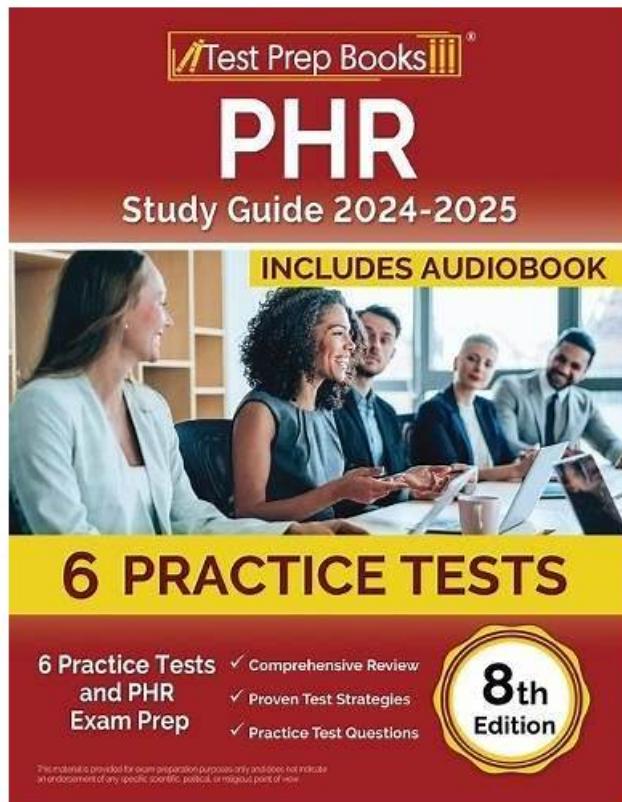


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## HRCI Professional in Human Resources Sample Questions (Q110-Q115):

### NEW QUESTION # 110

The Equal Employment Opportunity Commission (EEOC) limits compensation and punitive damages based on:

- A. Severity of allegations
- B. Employer size
- C. Discrimination categories
- D. Malicious intent

**Answer: B**

Explanation:

The EEOC limits compensatory and punitive damages under Title VII, ADA, and GINA based on the size of the employer - the larger the employer, the higher the maximum allowed damages.

Official Extract:

"Compensatory and punitive damage caps under federal anti-discrimination laws are scaled based on the employer's number of employees." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Remedies and Penalties for Discrimination)

### NEW QUESTION # 111

Beth is a HR Professional for her organization and she's discussing the risk of growing her organization's business. What is risk and why would it be considered in HR for organizational growth?

- A. Risk is a negative event that an organization must consider when adding new employees to grow a company.
- B. Risk is an uncertain event or condition that may help or hinder an organization. Adding employees can help positive risks or amplify negative risk events.
- C. Risk is an uncertain event or condition that can have a positive or negative effect on the goals of an organization.
- D. Risk is an adverse event that can halt, hinder, or hurt the objectives of a business.

**Answer: B**

### NEW QUESTION # 112

Your organization will be using the factor comparison technique in their evaluations of job performance.

You need to communicate what the factor comparison technique accomplishes as you're the HR Professional for your organization. Which of the following best describes the factor comparison technique?

- A. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job. A monetary value is assigned for each factor to determine its worth. Based on performance, historical information, and value this approach determines a pay rate for each job.
- B. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job.
- C. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job. A monetary value is assigned for each factor to determine its worth. Based on performance, historical information, and value this approach determines a bonus structure for each job.
- D. Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job. A monetary value is assigned for each factor to determine its worth. Based on performance, historical information, and value this approach determines the importance and value of each job.

**Answer: A**

### NEW QUESTION # 113

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?

- A. W Edwards Deming
- B. Edgard Schein
- C. Allen A Kennedy

- D. Frederick Herzberg

**Answer: B**

#### **NEW QUESTION # 114**

A new employee brings a support animal to work and states that the animal is necessary to address anxiety. What should the HR department do first?

- A. Request the employee's complete medical history
- B. Refuse the accommodation request as noncompliant
- **C. Engage in the interactive process**
- D. Allow the animal in the workplace without restrictions

**Answer: C**

Explanation:

The first step under the ADA is to engage in the interactive process with the employee. This helps determine whether the accommodation is reasonable and what documentation may be needed.

Official Extract:

"Upon receiving an accommodation request, employers must engage in an interactive process to determine reasonable accommodations without requiring unnecessary medical disclosure." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Reasonable Accommodation Compliance)

#### **NEW QUESTION # 115**

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