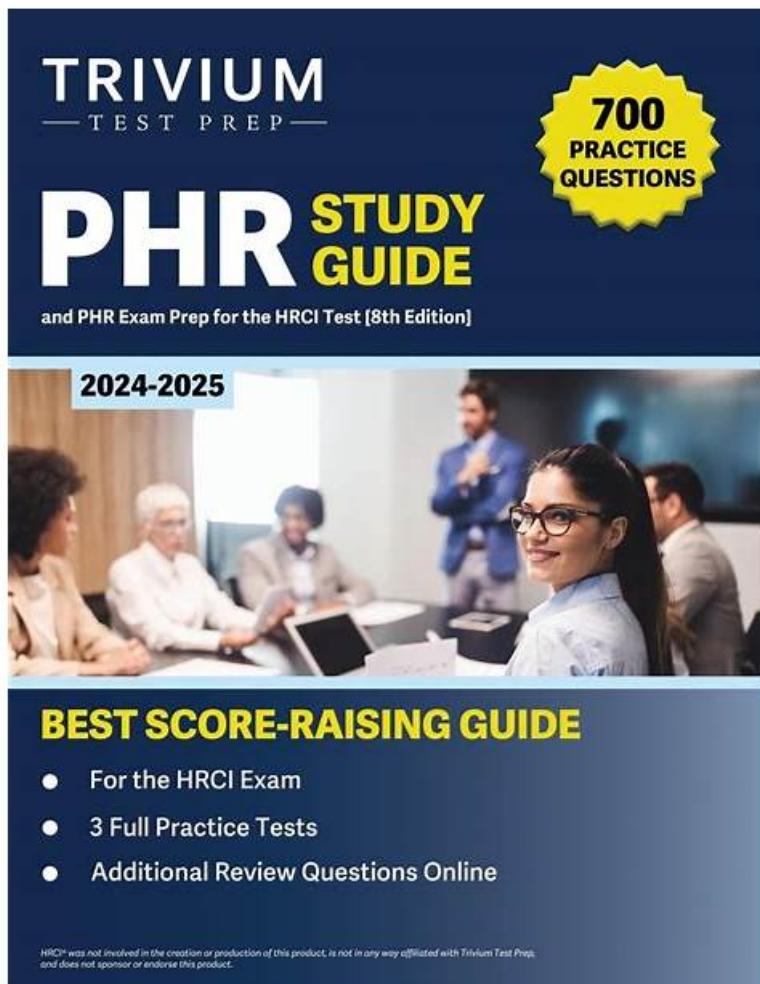


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HRCI Professional in Human Resources Sample Questions (Q46-Q51):

NEW QUESTION # 46

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position. One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A. Disparate treatment
- B. Accommodation
- C. Perpetuating past discrimination
- D. Disparate impact

Answer: A

NEW QUESTION # 47

Management and union representatives are working through a collective bargaining agreement. What term is used in this process to describe arbitration that is used to resolve conflicts around contract language in the collective bargaining agreement?

- A. Ad hoc arbitration
- B. Decisions
- C. Permanent arbitration
- D. Interest arbitration

Answer: D

NEW QUESTION # 48

Which of the following is an unstructured learning approach to stay updated on HR and business trends?

- A. Reading magazines, journals, and newsletters
- B. Participating in certification programs
- C. Enrolling in college and university courses
- D. Attending professional conferences and seminars

Answer: A

Explanation:

Reading magazines, journals, and newsletters is considered an unstructured and informal learning method, allowing professionals to stay current without following a fixed curriculum.

Official Extract:

"Self-directed reading of professional literature provides informal learning opportunities to remain updated on HR and business developments." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Informal Learning Methods)

NEW QUESTION # 49

Pauline is a HR Professional for her organization and she's meeting with the sales manager Jim. Jim wants to know if Randy, one of

his sales people, is considered exempt or not because he's doing outside sales. Pauline tells Jim that there are just two qualifiers for Randy to be considered exempt in his role as an outside salesperson. The first is that Randy's primary duty must be making sales. What is the other consideration?

- A. Randy must earn more than \$48,234 per year.
- B. Randy must earn all income from commission.
- C. Randy must not have a contract to complete sales.
- D. **Randy must be customarily engaged away from the employer's place of business.**

Answer: D

NEW QUESTION # 50

A primary benefit of an effective onboarding program is that it:

- A. Allows management an opportunity to assess employee performance
- B. Increases the organization's headcount
- C. Encourages management involvement and feedback
- D. **Establishes alignment between the work and organizational mission**

Answer: D

Explanation:

The main goal of onboarding is to help new employees understand how their roles connect with the organization's mission, vision, and values, enhancing engagement and retention.

Official Extract:

"Effective onboarding establishes clear links between employee roles and organizational goals, fostering engagement and early success." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Onboarding Programs)

NEW QUESTION # 51

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