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HRCI Professional in Human Resources Sample Questions (Q42-Q47):

NEW QUESTION # 42

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

Answer: B

Explanation:

Explanation/Reference:

NEW QUESTION # 43

All organizations need prevoyance, or planning, as a part of a manager's duty. As an HR Professional what is the primary purpose of planning?

- A. Establishes groundwork for the managers to achieve their goals
- **B. Establishes groundwork for the managers to achieve the goals of the organization**
- C. Communicates the direction of the organization
- D. Directs the project team and staff to accomplish the project scope

Answer: B

NEW QUESTION # 44

An employer can reduce the risk associated with a lost or stolen mobile device by:

- A. Restricting usage to work hours.
- **B. Ensuring information is encrypted.**
- C. Reporting the lost phone to the provider.

Answer: B

Explanation:

The encryption of sensitive information on mobile devices is a key method of minimizing data breach risks in case devices are lost or stolen. Encryption ensures that unauthorized users cannot access the data even if they have the device.

Official Extract:

"Encrypting sensitive data protects organizational information from unauthorized access if mobile devices are lost, stolen, or compromised." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Data Security and Confidentiality)

NEW QUESTION # 45

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 agree to the terms of a new contract because the current contract between the employer and the union has expired.
- B. 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.
- **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 although there is already an approved contract in place.

Answer: C

NEW QUESTION # 46

Sally is an HR Professional for an organization and she's working with Holly another HR Professional. Holly is concerned with effectiveness of a new policy. Sally is concerned with the efficiency of the new policy. What is the difference between effectiveness and efficiency?

- A. Efficiency is knowing what to do. Effectiveness is doing what you know you should.
- B. Efficiency is being effective when doing things. Effectiveness is doing the right things efficiently.
- C. These are the same values in human resources.
- **D. Efficiency is doing things right. Effectiveness is doing the right things.**

Answer: D

NEW QUESTION # 47

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