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# HRCI Professional in Human Resources Sample Questions (Q67-Q72):

#### **NEW QUESTION #67**

Your organization is looking for methods to improve communication between the management and the employees within the company. Which one of the following methods is best described as a small but representative sampling of employees - led in a conversation by a neutral moderator about an identified topic?

- A. Brainstorming session
- B. Pilot group
- C. Workshop
- D. Focus group

Answer: D

## **NEW QUESTION # 68**

When evaluating the credibility of a witness during an internal investigation, it is necessary to consider the witness's:

- A. Inherent plausibility
- B. Organizational status
- C. Job competence
- D. Performance rating

#### Answer: A

#### Explanation:

Inherent plausibility refers to whether the witness's account of events makes logical sense based on the circumstances. It is one of the key factors investigators use to determine the reliability of testimony.

#### Official Extract:

"Credibility assessments during investigations should consider whether the witness's story is inherently plausible, logically consistent, and aligned with known facts." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Conducting Internal Investigations)

#### **NEW QUESTION #69**

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts exempted labor unions and agricultural organizations from The Sherman Antitrust Act?

- A. The National Industrial Recovery Act
- B. The Railway Labor Act
- C. The National Labor Relations Act
- D. The Clayton Act

#### Answer: D

Explanation:

Explanation

#### **NEW QUESTION #70**

Your organization has a retirement benefits plan that is covered by ERISA. Under ERISA, which of the following is your organization required to do for the plan participants?

- A. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at a cost of no more than \$7 per participant, per year.
- B. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no more than \$7 per participant, per month.
- C. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
- D. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at no cost.

#### Answer: D

#### **NEW QUESTION #71**

An organization is developing a formal onboarding program for all nonexempt employees. The program will begin with a full-day orientation facilitated by HR. Each employee will then be assigned a mentor for their first 90 days and provided a voluntary one-hour online presentation that can be viewed at home.

The primary goal of establishing a mentoring program for new employees is to:

- A. Assist with acclimating to the organization's culture
- B. Ensure thorough understanding of key policies and procedures
- C. Provide in-depth training specific to their role

#### Answer: A

#### Explanation:

The primary goal of assigning mentors during onboarding is to help new employees adjust to the organizational culture, including

unwritten rules, social norms, and expectations that formal training might not cover. Official Extract:

"Mentoring during onboarding enhances cultural assimilation by providing new employees with guidance, support, and insider knowledge about organizational norms and values." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Mentoring and Cultural Assimilation)

## **NEW QUESTION #72**

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In the era of informational globalization, the world has witnessed climax of science and technology development, and has enjoyed the prosperity of various scientific blooms. In 21st century, every country had entered the period of talent competition, therefore, we must begin to extend our PHR personal skills, only by this can we become the pioneer among our competitors. At the same time, our competitors are trying to capture every opportunity and get a satisfying job. In this case, we need a professional PHR Certification, which will help us stand out of the crowd and knock out the door of great company.

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