

PHR復習時間、PHR関連復習問題集

PHR Practice Exam Questions and Answers Graded A 2024

Which of the following forecasting methods relies on collecting independent evaluations from experts and summarizing the information?

- A. Assessment center
- B. Nominal group technique
- C. Time-series analysis
- D. Delphi technique - D. Delphi technique

Utilizing employee skills to keep or gain a competitive advantage is known as:

- A. succession planning.
- B. forecasting.
- C. strategic management.
- D. benchmarking. - C. strategic management.

Which organizational structure best suits a business with numerous offices and distribution centers?

- A. Product
- B. Hierarchical
- C. Hybrid
- D. Geographic - D. Geographic

A project is expected to net \$600,000 in income with project costs of \$350,000. What is the expected ROI for this project?

- A. 57%
- B. 72%
- C. 171%
- D. 277% - C. 171%

Which of the following statements is true regarding a cash flow statement?

- A. Due to timing of cash transactions, it is a mix of current and previous years' transactions.
- B. It only includes the cash transactions from the year in which it is prepared.
- C. Cash flowing out in a given period equals the amount recorded in accounts payable.
- D. Cash flowing in during a given period equals sales plus accounts receivable. - A. Due to timing of cash transactions, it is a mix of current and previous years' transactions.

A group process for organizational diagnosis is used when:

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>> PHR復習時間 <<

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HRCI Professional in Human Resources 認定 PHR 試験問題 (Q73-Q78):

質問 # 73

Despite counseling by the manager, a well-respected, long-term employee continues to be unusually distracted and depressed, is frequently late to work or absent, and displays a resentful attitude. The best advice an HR professional could offer the manager is to:

- A. Recommend that the employee be placed on short-term disability.
- B. Coach the manager on the correct documentation procedures.
- C. Suspend the employee pending investigation of the behavior.
- D. Suggest making a referral to the Employee Assistance Program (EAP).

正解: D

解説:

When an employee shows emotional distress or personal issues affecting work, referring them to an Employee Assistance Program (EAP) offers confidential support and resources to address personal challenges, benefiting both the employee and the organization. Official Extract:

"HR should encourage EAP referrals when employees exhibit signs of emotional distress to provide professional support without escalating disciplinary actions unnecessarily." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, EAP Utilization)

質問 # 74

The JHG Company has used discriminatory hiring practices in the past but they adjusted their practices and are following federal laws now to ensure that fair hiring practices are met. However, the JHG Company has an employee referral program as a primary source to recruit new employees. What danger may the JHG Company be exposed to in this scenario?

- A. Succumbing to an adverse impact
- B. Perpetuating past unintentional practices
- C. Not finding qualified racially diverse candidates
- D. Perpetuating past discrimination practices

正解: D

質問 # 75

When an individual files a charge of discrimination with the EEOC against an employer, what will the EEOC do?

- A. The EEOC will send the employer a letter informing them of the charge.
- B. The EEOC will visit the employer to inform them of the charge.
- C. The EEOC will create a hearing with the complainant and the employer to investigate the charge.
- D. The EEOC will investigate the claim by inspecting the employer's place of business.

正解: A

質問 # 76

The Department of Labor establishes the rules for unemployment insurance and associated claims. Who administers the unemployment?

- A. Insurance companies

- 正解: D

- A. Variable pay
- **B. Base pay**
- C. Hygiene factor pay
- D. Market-demand pay

正解: B

[illegible]

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