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Quiz 2026 HRCI PHR: Professional in Human Resources – Valid Valid Exam Experience

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HRCI Professional in Human Resources Sample Questions (Q30-Q35):

NEW QUESTION # 30

Which one of the following best describes Progressive discipline?

- A. Series of documents of employee's substandard performance prior to each step of discipline or termination.
- B. Series of documents of employee's incompetence or insubordination that precedes an employee's termination.
- C. Discussion of substandard performance, written warning, final written warning, termination.
- **D. Discussion of substandard performance, verbal warning, written warning, and final written warning.**

Answer: D

NEW QUESTION # 31

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which

one of the following is not one of the four dimensions of organizational culture?

- A. Joy
- B. Heroes
- C. Values
- D. Rites and Rituals

Answer: A

Explanation:

Explanation/Reference:

NEW QUESTION # 32

Stress is often a significant issue in workplaces. Author Ravi Tangri asserts that stress costs organizations up to \$300 billion per year. Which one of the following stresses is the largest contributor to organizational cost of waste?

- A. Turnover
- B. Absenteeism
- C. Drug plan costs
- D. Workplace accidents

Answer: D

NEW QUESTION # 33

You are the HR Professional for your organization and you're completing a turnover analysis. You're considering that over the past year your organization has employed 1,238 employees and during that same period your organization has terminated 56 employees. Based on this information what is your organization's turnover for the past year?

- A. Moderately low
- B. 0
- C. 1
- D. Significantly lower than average

Answer: A

NEW QUESTION # 34

Your organization offers an employees' retirement benefit program that is covered by the Employee Retirement Income Security Act of 1974. The administrative responsibility for enforcement of the Employee Retirement Income Security Act of 1974 is divided among three government agencies. Which one of the following is not a government agency that helps to enforce ERISA?

- A. FDIC
- B. Pension Benefit Guaranty Corporation
- C. Department of Labor
- D. IRS

Answer: A

NEW QUESTION # 35

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