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A primary step in developing an employee's ability to make ethical decisions is: - ✓✓-Identifying ethical issues employees encounter

Which of the following HR practices is likely to be used by an organization following a differentiation strategy? - ✓✓-Knowledge-based pay

The culture of an organization is most impacted by: - ✓✓-The behavior of its leaders

HR executives have risen in stature in many corporations based on: - ✓✓-Ability to demonstrate impact on the bottom line

What is the first step in developing an organization's HR budget? - ✓✓-Understanding the organization's goals and priorities

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HRCI Professional in Human Resources Sample Questions (Q66-Q71):

NEW QUESTION # 66

Virginia is the HR Professional for her organization and she is reviewing the details of the Age Discrimination in Employment Act (ADEA) of 1967. She tells John, one of her staff members, that the ADEA prohibits discrimination on the basis of age for employees and job applicants who are above a certain age. What age does the ADEA apply to employees and job applicants?

- A. 40 and above
- B. 30 and above
- C. All people regardless of their age
- D. 50 and above

Answer: A

NEW QUESTION # 67

On November 13, 2000 CFR Part 60-2 was revised to address affirmative action to make the rules more accessible and easier to implement. Which of the following statements is not part of this significant update to the Affirmative Action program in CFR Part 60-2?

- A. Reaffirmed that affirmative action isn't to establish quotas, but to create goals
- B. Granted employers with fewer than 100 employees, permission to prepare a job group analysis that uses EEO-1 categories as job groups
- C. Workforce analysis was replaced with a one-page organizational profile
- D. Reduced the number of additional required elements of the written Affirmative Action Plan from 10 to 4

Answer: B

NEW QUESTION # 68

Your organization will be using the point factor technique in their evaluations of job performance. You need to communicate what the point factor technique accomplishes as you're the HR Professional for your organization. Which one of the following best describes the point factor technique?

- A. Performance factors are identified by the employee and then performance levels within the factors are weighted based on importance to the organization.
- B. Specific compensable factors are identified and then performance levels within the factors are documented.
- C. Specific compensable factors are identified and then performance levels within the factors are documented. The different factors and levels are weighted based on importance to the organization.
- D. Specific compensable factors are identified and then performance levels within the factors are weighted on importance to the employee.

Answer: C

NEW QUESTION # 69

According to the Family and Medical Leave Act (FMLA), eligible employees may take leave to:

- A. Care for a live-in significant other.
- B. Work and train with a therapy animal.
- C. Bond with a recently adopted child.
- D. Take a mother-in-law to chemotherapy.

Answer: C

Explanation:

Under FMLA, eligible employees are entitled to take leave for bonding with a newly born, adopted, or foster child within one year of birth or placement. Care for a mother-in-law is typically not covered unless the individual qualifies as a parent under FMLA definitions.

Official Extract:

"Eligible employees may take FMLA leave for the birth of a child, adoption, foster care placement, or to care for a spouse, child, or parent with a serious health condition." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, FMLA Requirements)

NEW QUESTION # 70

You are a HR Professional for your organization and you're coaching Thomas on human resources practices, particularly the role of the HR Professional in strategic planning. You tell Thomas the importance of vision, mission, and values of an organization. Thomas asks what the difference is between vision and mission. Which one of the following best describes the difference between vision and mission for an organization?

- A. A vision describes the future of the organization while a mission describes the goals of the organization.
- B. A vision describes the organization's role, what the organization is, and what the organization may aspire to be. A mission describes what the organization will definitely become.
- **C. A vision describes an organization's role, what the organization is, and what the organization wants to become. A mission describes the organization's purpose for being.**
- D. A vision is the purpose of a company. A mission is the task the organization aims to accomplish.

Answer: C

NEW QUESTION # 71

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