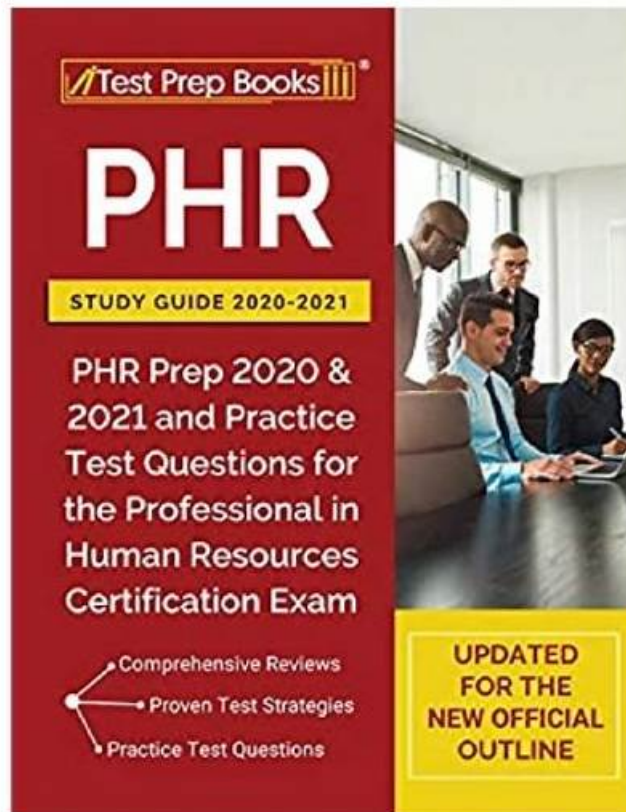


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HRCI Professional in Human Resources Sample Questions (Q22-Q27):

NEW QUESTION # 22

Mathematical forecasting is also known as quantitative forecasting. Which one of the following statements best describes mathematical forecasting techniques?

- **A. The best predictor of future performance is past performance.**
- B. The best predictor of future performance is statistical analysis of past performance results.
- C. The predictor of future performance is risk analysis of possible outcomes.
- D. The best predictor of future performance is structured reviews of current performance.

Answer: A

NEW QUESTION # 23

John's organization has collected several applications for an employment position within his organization.

The data collected from these applications must be kept secure and private, especially in light of the Privacy Act of what year?

- A. 0
- B. 1
- C. 2
- **D. 3**

Answer: D

NEW QUESTION # 24

The best measure of an outplacement program's success is the:

- A. Cost to offer the services.
- B. Retention rate of remaining employees.
- **C. Number of individuals hired into new jobs.**
- D. Usage ratio of services.

Answer: C

Explanation:

The success of an outplacement program is best measured by the number of displaced employees successfully re-employed. This demonstrates the program's effectiveness in helping employees transition to new opportunities.

Official Extract:

"The effectiveness of outplacement programs is assessed by measuring the reemployment rates of separated employees." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Separation and Transition Programs)

NEW QUESTION # 25

There are seven stages of internal consulting that a HR Professional must be familiar with. Which one of the following is not one of the seven stages of internal consulting?

- A. Developing recommendations
- B. Exploring the situation
- **C. Executing the project plan**
- D. Implementing

Answer: C

NEW QUESTION # 26

Lucas has asked his manager to take time off from work because of a holiday his religion celebrates. Fran agrees but tells Lucas that he will be inspecting his project work to ensure that the work is accurate and not suffering because of the requested time off. This is an example of what?

- A. Perpetuating past discrimination
- B. Religious persecution in the workforce
- C. Disparate treatment
- D. Quality control

Answer: C

NEW QUESTION # 27

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