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HRCI Professional in Human Resources Sample Questions (Q57-Q62):

NEW QUESTION # 57

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 organization's role, what the organization is, and what the organization may aspire to be. A mission describes what the organization will definitely become.

- B. A vision is the purpose of a company. A mission is the task the organization aims to accomplish.
- C. A vision describes the future of the organization while a mission describes the goals of the organization.
- D. 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.

Answer: D

NEW QUESTION # 58

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

Answer: C

Explanation:

Explanation/Reference:

NEW QUESTION # 59

A receptionist has a need for intermittent leave of absence. Which of the following staffing methods would be most cost-effective to fill the vacancy?

- A. Full-time transfer
- B. Seasonal worker
- C. Intern program
- D. On-call employee

Answer: D

Explanation:

Using an on-call employee provides flexibility and cost efficiency to cover intermittent absences without the commitment of hiring a full-time replacement or seasonal worker. It ensures minimal disruption with lower costs.

Official Extract:

"On-call staffing provides flexible coverage for short-term or intermittent workforce needs, minimizing costs associated with traditional hiring methods." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Flexible Staffing Strategies)

NEW QUESTION # 60

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

Answer: B

NEW QUESTION # 61

The best data to review when improving organizational culture is:

- A. Individual attendance

- B. Team performance
- **C. Employee feedback**
- D. Leadership goals

Answer: C

Explanation:

Employee feedback provides the most direct insight into how the workforce perceives organizational culture, engagement, satisfaction, and areas needing improvement - making it essential for culture change initiatives.

Official Extract:

"Collecting and analyzing employee feedback is critical to accurately assess organizational culture and identify necessary improvements." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Organizational Culture Assessment)

NEW QUESTION # 62

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