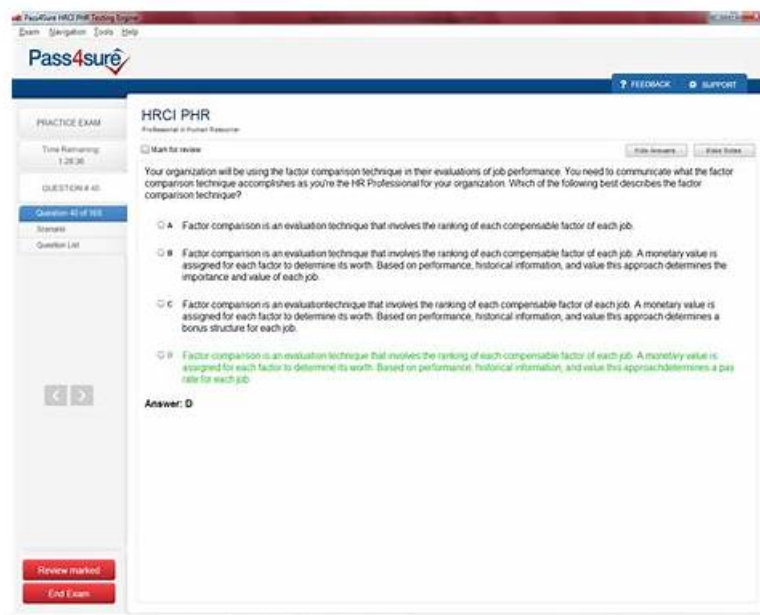# Sure PHR Pass, PHR Reliable Dumps Files

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HRCI Professional in Human Resources Sample Questions (Q60-Q65):

NEW QUESTION # 60
Which of the following is a term used to describe efforts made by a downsizing company to help former employees through the transition to new jobs and help them re-orientate to the job market?

- A. Utility function
- B. Duty of diligence
- C. Outplacement
- D. Exit interview

Answer: C

NEW QUESTION # 61

(Enter the answer as a numeric value.)
An employer onboards 150 employees. The new hire turnover rate is _____% if 30 individuals from this group are terminated within the first 90 days.

Answer:

Explanation:
20
Explanation:
Formula: (Number of terminated employees ÷ Number of hires) × 100= (30 ÷ 150) × 100= 0.2 × 100= 20% Official Extract:"Turnover rates are calculated as the number of separations during a period divided by the total number of employees, multiplied by 100 to yield a percentage."(Source: HRCI PHR Content Outline
2024-2025, Business Management Section, HR Metrics and Analysis)

NEW QUESTION # 62

Vesting refers to:

- A. When an employee moves their earned benefits to a new organization
- B. When an employee retains the rights of their earned benefit after a certain requirement has been met
- C. A qualified compensation plan that meets Employee Retirement Income Security Act (ERISA) requirements
- D. The length of time required for an employee to complete a probationary period

Answer: B

Explanation:
Vesting means that an employee has earned the non-forfeitable right to employer-provided benefits (such as retirement contributions) after fulfilling certain conditions like years of service.
Official Extract:
"Vesting is the process by which employees earn rights to employer-contributed benefits over time, according to a defined schedule, as governed by ERISA requirements." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Retirement Plan Fundamentals)

NEW QUESTION # 63

Pat is interviewing Sammy for a job in his organization. During the interview, Pat asks Sammy for a dinner date. Sammy refuses his offer, but thanks him. Pat tells Sammy that a dinner date would be beneficial to the job selection. Sammy still refuses the dinner date. Based on this conversation, Pat decides not to hire Sammy for the position. This is an example of what type of sexual harassment?

- A. Quid Pro Quo
- B. Hostile Work Environment
- C. Contingent
- D. Covert

Answer: A

NEW QUESTION # 64

Which one of the following presents the seven stages of internal consulting in the correct order?

- A. Exploring the situation, Gathering agreement to the project plan, Gathering data, analyzing, and identifying findings, Developing recommendations, Presenting the findings andrecommendations, Implementing, Reviewing, transitioning, and evaluating the project.
- B. Exploring the situation, Gathering agreement to the project plan, Gathering data, analyzing, and identifying findings, Presenting the findings and recommendations, Developing recommendations, Implementing, Reviewing, transitioning, and evaluating the project.
- C. Gathering agreement to the project plan, Exploring the situation, Gathering data, analyzing, and identifying findings, Developing recommendations, Presenting the findings and recommendations, Implementing, Reviewing, transitioning, and evaluating the project.
- D. Exploring the situation, Gathering data, analyzing, and identifying findings, Gathering agreement to the project plan,

Developing recommendations, Implementing, Presenting the findings and recommendations, Reviewing, transitioning, and evaluating the project.

Answer: A

NEW QUESTION # 65
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