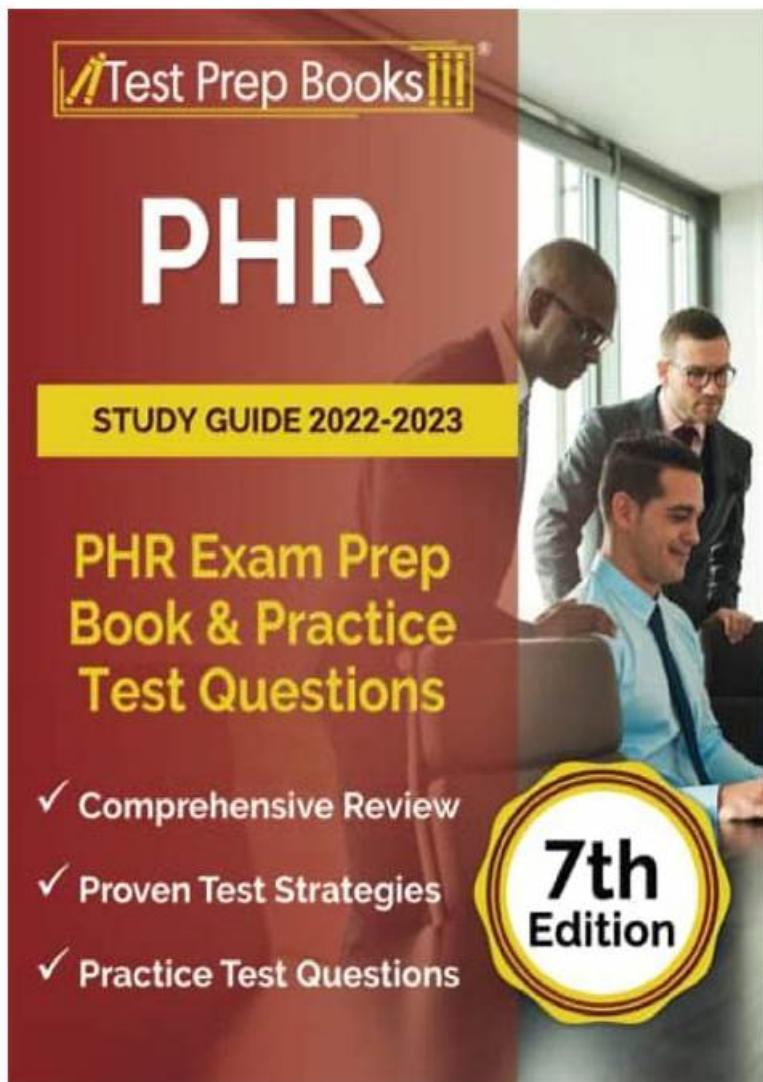


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HRCI Professional in Human Resources Sample Questions (Q64-Q69):

NEW QUESTION # 64

Job sharing, compressed workweeks, and telecommuting are examples of:

- A. Part-time employment solutions
- B. Work-life balance
- **C. Alternative work arrangements**
- D. Flextime

Answer: C

Explanation:

Alternative work arrangements include nontraditional scheduling options like job sharing, compressed workweeks, and telecommuting, giving employees more flexibility while meeting organizational needs.

Official Extract:

"Alternative work arrangements offer flexibility in scheduling and work location to attract and retain diverse workforce needs." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Flexible Work Arrangements)

NEW QUESTION # 65

Employees must be taxed on employer-paid premiums of life insurance over what amount?

- A. 1× an employee's salary
- B. 5× an employee's salary
- **C. \$50,000**
- D. \$25,000

Answer: C

Explanation:

Under IRS regulations, if an employer provides group-term life insurance coverage in excess of \$50,000, the cost of coverage above that threshold is considered taxable income to the employee.

Official Extract:

"Employer-paid group-term life insurance exceeding \$50,000 in coverage must be reported as taxable income to employees under IRS rules." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Benefits Taxation Compliance)

NEW QUESTION # 66

As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

- A. \$100,000
- B. \$50,000
- C. \$10,000
- **D. \$70,000**

Answer: D

NEW QUESTION # 67

An organization would like to hire a 15-year old for some duties in their business. Which one of the following rules would be breaking the requirements of the child labor provisions of the FLSA?

- A. 8 hours in a non-school day

- B. Non-school hours only
- C. 18 hours per school week
- D. 4 hours per school day

Answer: D

NEW QUESTION # 68

The safest HR practice in preventing defamation charges from employment verifications is to provide:

- A. Dates of employment.
- B. Attendance records.
- C. Reasons for termination.
- D. Documented performance.

Answer: A

Explanation:

Providing only dates of employment and sometimes job titles is considered the safest practice to minimize defamation risk during reference checks or employment verifications.

Official Extract:

"Best practice recommends limiting employment verification disclosures to dates of employment and position held to avoid defamation, invasion of privacy, and negligent referral claims." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Employee Relations Practices)

NEW QUESTION # 69

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