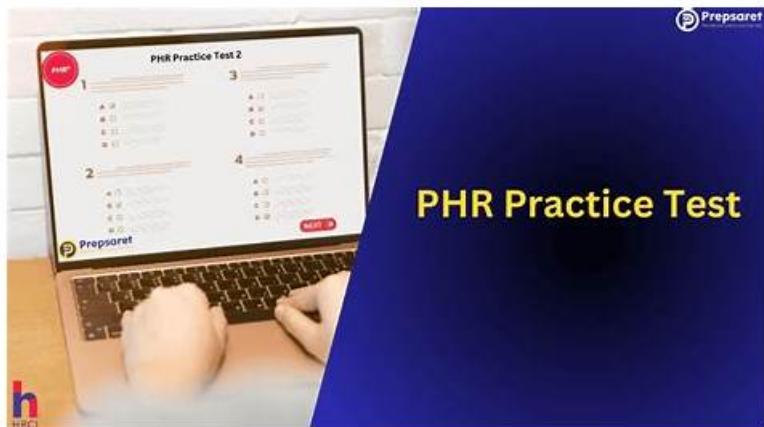


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HRCI Professional in Human Resources Sample Questions (Q49-Q54):

NEW QUESTION # 49

During the organization of a union, it's possible that the union will gain recognition from the management. The management is then obliged to give the NLRB a list of employees who are eligible to vote in the unionization election. What is the name of the list of such employees called?

- A. Excelsior List
- B. Union prospectus List
- C. Constituent List
- D. Candidate List

Answer: A

NEW QUESTION # 50

Diane is the HR Professional for her organization and she's examining the ranges for the compensation levels of her company. Which one of the following statements best describes what a range for compensation is?

- A. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are federally mandated that employees be paid.
- B. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are generally paid.
- C. A range specifies the lowest/minimum and the highest/maximum compensation rates for the worth of responsibilities.
- D. A range specifies the lowest/minimum and the highest/maximum value for which employees are generally paid through incentives.

Answer: B

NEW QUESTION # 51

There are seven stages of internal consulting that a HR Professional must be familiar with. Consider this scenario: Mark is a HR Professional for his organization. He is meeting with Tammy and Tammy's supervisor Eric to learn about a conflict between Tammy and Eric. Mark wants to understand both parties before addressing the scenario. Which of the seven stages is Mark, Tammy, and Eric participating in?

- A. Implementing
- B. Gaining agreement to the project plan
- C. Developing recommendations
- D. Exploring the situation

Answer: D

NEW QUESTION # 52

There are seven stages of internal consulting that a HR Professional must be familiar with. Consider this scenario: Mark is a HR Professional for his organization. He is meeting with Tammy and Tammy's supervisor Eric to learn about a conflict between Tammy and Eric. Mark wants to understand both parties before addressing the scenario. Which of the seven stages is Mark, Tammy, and Eric participating in?

- A. Implementing
- B. Gaining agreement to the project plan
- C. Developing recommendations
- D. Exploring the situation

Answer: D

NEW QUESTION # 53

An organization may remotely review documents that prove identity and eligibility to work in the United States (US) when the:

- A. Employee is located more than 50 miles from the worksite.
- B. Employer participates in E-Verify.
- C. Employee is a remote worker.
- D. Employer is multistate with at least 50 workers.

Answer: B

Explanation:

Employers who participate in the E-Verify program under specific DHS guidelines are permitted to remotely examine documents for Form I-9 verification purposes in certain cases, such as for remote hires, but only with strict adherence to program rules.

Official Extract:

"Employers enrolled in E-Verify may remotely inspect I-9 documentation under authorized guidelines to accommodate remote hires while maintaining compliance." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section,

NEW QUESTION # 54

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