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HRCI Professional in Human Resources Sample Questions (Q81-Q86):

NEW QUESTION # 81
Which one of the following best describes Progressive discipline?

- A. Series of documents of employee's incompetence or insubordination that precedes an employee's termination.
- B. Discussion of substandard performance, written warning, final writtenwarning, termination.
- C. Series of documents of employee's substandard performance prior to each step of discipline or termination.
- D. Discussion of substandard performance, verbal warning, written warning, and final written warning.

Answer: D

NEW QUESTION # 82
Which one of the following presents the seven stages of internal consulting in the correct order?

- A. 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.
- 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. 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.
- D. 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.

Answer: C

NEW QUESTION # 83
A total rewards approach works successfully when:

- A. Significant effort is put forth by managers.
- B. Outside consultants handle the transition.
- C. The organization is recognized as a "best place to work."
- D. HR delivers the rewards to employees.

Answer: A

Explanation:
Manager involvement is critical for total rewards success because they communicate program details, ensure proper application, and support employee engagement through rewards recognition.
Official Extract:
"Management plays a critical role in the success of total rewards strategies through ongoing communication, implementation support, and employee recognition efforts." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Manager Engagement in Rewards Programs)

NEW QUESTION # 84
Your organization has a no-solicitation rule in effect for all employees. How does this rule affect the internal organization of unions?

- A. Unions can solicit for membership with the permission of more than 30 percentof the organization.
- B. Unions cannot solicit for membership when there's a no-solicitation rule in an organization.
- C. Unions can only solicit for members with the managements approval, when there's a no-solicitation rule in effect.
- D. Unions are exempted from no-solicitation rules.

Answer: B

NEW QUESTION # 85
For purposes of succession planning, which tool is best to evaluate an employee's current performance?

- A. Multirater feedback
- B. Self-evaluation
- C. Job analysis
- D. Leadership development plan

Answer: A

Explanation:
Multirater (360-degree) feedback is a comprehensive assessment technique gathering performance information from a variety of sources: supervisors, peers, subordinates, and sometimes customers. It provides a holistic view of an employee's skills, competencies, and behaviors critical for succession planning.
Official Extract:
"Succession planning relies on multiple feedback mechanisms to assess employee readiness, including 360- degree feedback, competency models, and individual development plans." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Succession Planning Strategies)

NEW QUESTION # 86
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While the HRCI PHR practice questions pdf can help you learn all the relevant answers for the Professional in Human Resources, It-Tests also provides an online Sitecore Practice Test engine to enhance your confidence and skills. This practice test engine is an effective tool for both learning and practicing HRCI PHR Exam.

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