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HRCI Professional in Human Resources Sample Questions (Q51-Q56):

NEW QUESTION # 51

Consider your role as a HR Professional in your organization. In your duties you're to keep abreast of market trends, practices in HR, employee attitudes, and your business needs. What component of the HR Impact Model is addressed in this situation?

- A. Programs and processes
- B. Catalyst
- C. Policies and procedures
- D. Consultation

Answer: B

NEW QUESTION # 52

Despite counseling by the manager, a well-respected, long-term employee continues to be unusually distracted and depressed, is frequently late to work or absent, and displays a resentful attitude. The best advice an HR professional could offer the manager is to:

- A. Suspend the employee pending investigation of the behavior.
- B. Coach the manager on the correct documentation procedures.
- C. Suggest making a referral to the Employee Assistance Program (EAP).
- D. Recommend that the employee be placed on short-term disability.

Answer: C

Explanation:
When an employee shows emotional distress or personal issues affecting work, referring them to an Employee Assistance Program (EAP) offers confidential support and resources to address personal challenges, benefiting both the employee and the organization.
Official Extract:
"HR should encourage EAP referrals when employees exhibit signs of emotional distress to provide professional support without escalating disciplinary actions unnecessarily." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, EAP Utilization)

NEW QUESTION # 53

Which of the following are established by Fair Labor Standards Act (FLSA) of 1938? Each correct answer represents a complete solution. Choose three.

- A. Criteria for exempt and nonexempt employees
- B. Minimum wage requirement
- C. Health insurance requirement
- D. Laws for protecting American children against labor exploitation

Answer: A,B,D

Explanation:
Explanation

NEW QUESTION # 54

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is a union that has international members.
- B. A federation is the same as a union.
- C. A federation is a group of national unions.
- D. A federation is the governing body of a union.

Answer: C

NEW QUESTION # 55

As an HR Professional, you must be familiar with the collective bargaining agreements and the process that rights are given,

contracts, and union and management cooperation. Consider an arbitration process between the management and the union. What term is assigned to the resolution of the disagreement, by an arbitrator's interpretation of the language of the contract?

- A. Interpretation
- B. Decision
- C. Resolution
- D. Outcome

Answer: B

NEW QUESTION # 56

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