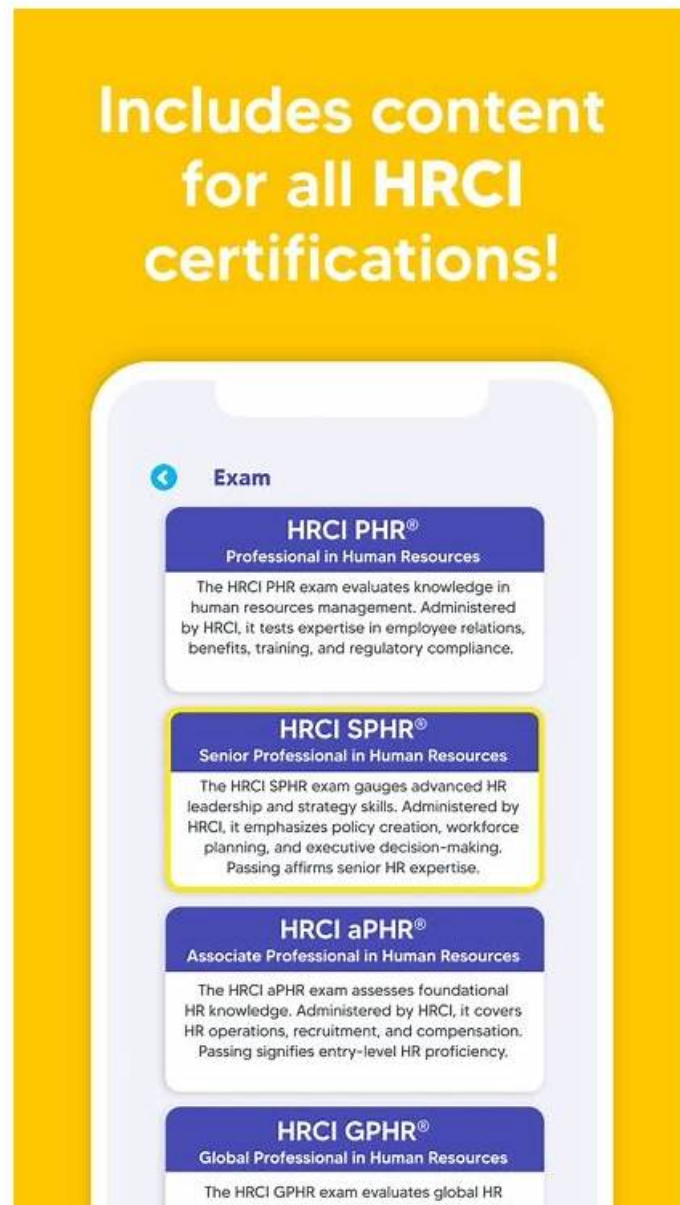


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HRCI Professional in Human Resources Sample Questions (Q61-Q66):

NEW QUESTION # 61

A manager choosing not to be involved in conflict resolution between employees demonstrates which of the following leadership styles?

- A. Democratic
- B. Transformational
- C. Situational
- **D. Laissez-faire**

Answer: D

Explanation:

A laissez-faire leadership style is characterized by minimal intervention. Leaders allow employees to self- manage, including handling conflicts independently, which can lead to unresolved tensions if overused.

Official Extract:

"Laissez-faire leadership is defined by the leader's hands-off approach, offering little guidance or support and often leading to poor team cohesion and unmanaged conflicts." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Leadership Styles and Impact)

NEW QUESTION # 62

Holly and Gary are HR Professionals in their organization and they're working to develop the strategic plan for their organization. Holly and Gary are using SWOT analysis to help understand the needs of human, financial, technological, capital, and other aspects of their organization. What is SWOT?

- A. SWOT is an analysis to define the strengths, weaknesses, openness, and timeliness of an organization.
- B. SWOT is an analysis to define the schedule, weaknesses, opportunities, and timetable of a project endeavor.
- **C. SWOT is an analysis to define the strengths, weaknesses, opportunities, and threats an organization may face.**
- D. SWOT is an analysis to define the seriousness, weaknesses, openness, and timetable of organization development.

Answer: C

NEW QUESTION # 63

The Equal Employment Opportunity Commission (EEOC) limits compensation and punitive damages based on:

- A. Discrimination categories
- **B. Employer size**
- C. Malicious intent
- D. Severity of allegations

Answer: B

Explanation:

The EEOC limits compensatory and punitive damages under Title VII, ADA, and GINA based on the size of the employer - the larger the employer, the higher the maximum allowed damages.

Official Extract:

"Compensatory and punitive damage caps under federal anti-discrimination laws are scaled based on the employer's number of employees." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Remedies and Penalties for Discrimination)

NEW QUESTION # 64

A supervisor wants to terminate an employee with 10 years of service due to excessive absences. The employee has certification for intermittent leave under the Family and Medical Leave Act (FMLA) for a chronic condition. The certification specifies an anticipated need for leave 1-3 days per month. The employee averages 6 days off per month and is close to exhausting the protected leave bank. A coworker provided to HR printouts of the employee's social media page with photos of the employee on vacation while reporting time as protected leave.

Based on the difference between the anticipated need and actual leave taken, the employer should:

- A. Contact the employee's physician for more information.
- B. Require the employee to see a physician determined by the organization.
- C. Require a secondary review of subsequent leave requests.
- **D. Request an updated certification.**

Answer: D

Explanation:

Under FMLA guidelines, if an employee's absences differ substantially from the medical certification, the employer has the right to request an updated certification to confirm the need for continued leave.

Official Extract:

"An employer may request recertification if the frequency or duration of absences significantly differs from the original certification. Employers must follow FMLA procedures carefully to avoid claims of interference or retaliation." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, FMLA Compliance)

NEW QUESTION # 65

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

- **A. Multirater feedback**
- B. Job analysis
- C. Self-evaluation
- 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 # 66

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