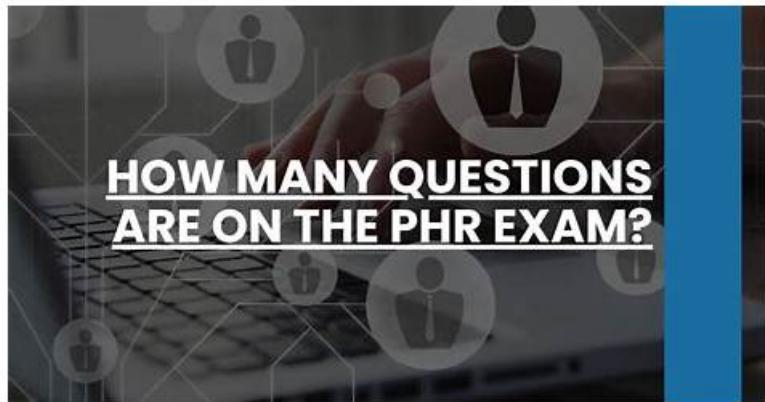


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HRCI Professional in Human Resources Sample Questions (Q64-Q69):

NEW QUESTION # 64

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. This adverse impact lawsuit determined that discrimination need not be deliberate or observable to be real. Employees were segregated by race and were allowed to work only in the lowest paid position. What lawsuit is described?

- A. Griggs versus Duke Power, 1971
- B. McDonnell Douglas Corp. versus Green, 1973
- C. Albemarle Paper versus Moody, 1975
- D. Washington versus Davis, 1976

Answer: A

NEW QUESTION # 65

The JHG Company has used discriminatory hiring practices in the past but they adjusted their practices and are following federal

laws now to ensure that fair hiring practices are met. However, the JHG Company has an employee referral program as a primary source to recruit new employees. What danger may the JHG Company be exposed to in this scenario?

- A. Perpetuating past unintentional practices
- B. **Perpetuating past discrimination practices**
- C. Not finding qualified racially diverse candidates
- D. Succumbing to an adverse impact

Answer: B

NEW QUESTION # 66

Which of the following is the most common way the security of personnel files is breached?

- A. Cleaning staff recover data from the trash.
- B. HRIS employees access online records.
- C. Disgruntled HR staff take records home with them
- D. **Employees look at paper files left on a desk.**

Answer: D

Explanation:

Leaving confidential employee information unsecured - such as paper files left on desks - is the most common breach of personnel file security. Even innocent access by unauthorized employees can lead to privacy violations under HIPAA and confidentiality policies.

Official Extract:

"Physical security protocols must be enforced to protect paper-based employee records. Common breaches occur when documents are left unattended in open office spaces, resulting in unauthorized viewing." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Data Privacy and Security)

NEW QUESTION # 67

You are the HR Professional for your organization and you're completing a turnover analysis. You're considering that over the past year your organization has employed 1,238 employees and during that same period your organization has terminated 56 employees. Based on this information what is your organization's turnover for the past year?

- A. 0
- B. Significantly lower than average
- C. **Moderately low**
- D. 1

Answer: C

NEW QUESTION # 68

Which organizational structure groups its employees according to the brands they support?

- A. Matrix
- B. Team-based
- C. Functional
- D. **Product-based**

Answer: D

Explanation:

A product-based structure organizes employees by products, brands, or services they work with, rather than by function or geography. This structure allows focus on specific brand success.

Official Extract:

"Product-based organizational structures group employees based on the products or brands they support, enabling specialization and brand focus." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Organizational Design and Structures)

NEW QUESTION # 69

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