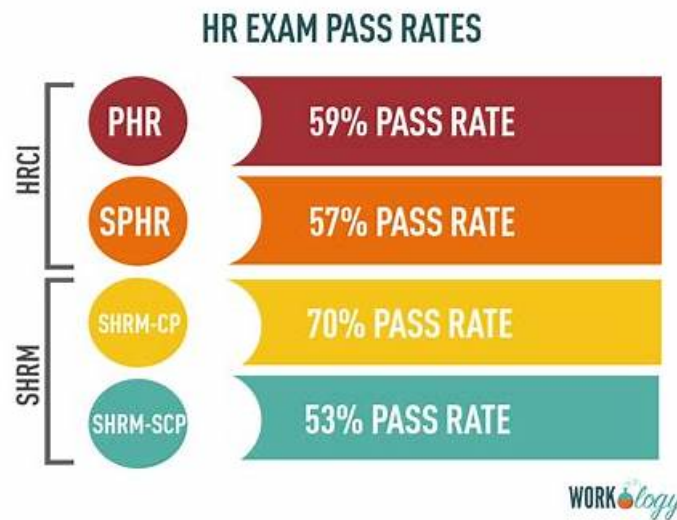# Pass PHR Guarantee & Leading Offer in Certification Exams Products & Popular PHR Exams

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HRCI Professional in Human Resources Sample Questions (Q62-Q67):

NEW QUESTION # 62
Which one of the following is the best example of a disparate treatment of discrimination?

- A. The meeting minutes will be kept by female members of the project team because they have neater handwriting.
- B. All project team members are asked to take turns keeping meeting minutes in a rotation.
- C. All junior project team members are required to take turns keeping meeting minutes in a rotation.
- D. The meeting minutes will be kept by both men and women in a rotation.

Answer: A

NEW QUESTION # 63

The Pregnancy Discrimination Act of 1978 prohibits employers from discriminating against employees on the basis of pregnancy, child birth, or other related medical conditions. This law affects organizations having what minimum number of employees?

- A. All organizations with employees must abide by this law
- B. This law only addresses federal government employees
- C. Organizations with 100 or more employees
- D. Organizations with 15 or more employees

Answer: D

NEW QUESTION # 64

As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

- A. $70,000
- B. $100,000
- C. $10,000
- D. $50,000

Answer: A

NEW QUESTION # 65

HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- A. When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.
- B. When an employee treats other employees differently based on their past work efforts.
- C. When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status
- D. When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.

Answer: C

NEW QUESTION # 66

Sally is an HR Professional for an organization and she's working with Holly another HR Professional. Holly is concerned with effectiveness of a new policy. Sally is concerned with the efficiency of the new policy. What is the difference between effectiveness and efficiency?

- A. Efficiency is doing things right. Effectiveness is doing the right things.
- B. Efficiency is knowing what to do. Effectiveness is doing what you know you should.
- C. Efficiency is being effective when doing things. Effectiveness is doing the right things efficiently.
- D. These are the same values in human resources.

Answer: A

NEW QUESTION # 67

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