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HRCI Professional in Human Resources Sample Questions (Q32-Q37):

NEW QUESTION # 32

Terminated employees who are successful in winning wrongful discharge claims typically prove that they were denied:

- A. Manager discretion
- B. Due process
- C. Proper notification
- D. Fair discipline

Answer: B

Explanation:

Due process refers to the right of employees to fair procedures before being disciplined or terminated. When terminated employees successfully sue for wrongful discharge, they often prove that the employer failed to provide fair procedures (e.g., opportunity to respond to allegations, consistent application of policies).

Denying due process can violate implied contracts or public policy protections even under employment-at-will doctrines.

Official Extract:

"Employees may claim wrongful termination when they can show that employers violated due process rights by failing to follow fair and consistent disciplinary procedures, or breached implied promises of fair treatment." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Wrongful Discharge and Due Process)

NEW QUESTION # 33

During the military leave, the organization may:

- A. Withhold an organization-wide pay raise
- **B. Allow the employee to use any available sick time**
- C. Require the employee to use all accrued paid time off (PTO)

Answer: B

Explanation:

Employers must allow, but cannot require, the employee to use available paid leave (like sick time) during military leave. It must be voluntary on the part of the employee.

Official Extract:

"Employees on military leave may elect, but cannot be required, to use accrued vacation, annual, or similar paid leave during their service." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, USERRA Benefits)

NEW QUESTION # 34

Which of the following is an unstructured learning approach to stay updated on HR and business trends?

- A. Participating in certification programs
- B. Attending professional conferences and seminars
- **C. Reading magazines, journals, and newsletters**
- D. Enrolling in college and university courses

Answer: C

Explanation:

Reading magazines, journals, and newsletters is considered an unstructured and informal learning method, allowing professionals to stay current without following a fixed curriculum.

Official Extract:

"Self-directed reading of professional literature provides informal learning opportunities to remain updated on HR and business developments." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Informal Learning Methods)

NEW QUESTION # 35

A good performance management policy includes which of the following?

- **A. Formal and informal manager feedback on a continual basis**
- B. Internal ethical guidelines and operational procedures
- C. Annual budget and financial performance
- D. Regular training and education opportunities

Answer: A

Explanation:

A strong performance management policy emphasizes continuous feedback, both formal and informal, throughout the year - not just during annual reviews. This strengthens communication and helps with employee development.

Official Extract:

"Effective performance management practices include continuous feedback loops between employees and supervisors, supporting real-time coaching and growth." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Performance Management Systems)

NEW QUESTION # 36

Mike is the HR Professional for his organization and he's documenting the relationship of contractors and employees in the organization. Mike is focusing on the control aspects as provided by the Internal Revenue Service. What aspect of the contractor control aspect is best described as how the business pays the worker?

- A. Type of relationship
- **B. Financial control**
- C. Contractual relationship
- D. Behavioral control

Answer: B

NEW QUESTION # 37

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The community has a lot of talent, people constantly improve their own knowledge to reach a higher level. But the country's demand for high-end IT staff is still expanding, internationally as well. So many people want to pass HRCI PHR certification exam. But it is not easy to pass the exam. However, in fact, as long as you choose a good training materials to pass the exam is not impossible. We PDF4Test HRCI PHR Exam Training materials in full possession of the ability to help you through the certification. PDF4Test website training materials are proved by many candidates, and has been far ahead in the international arena. If you want to through HRCI PHR certification exam, add the PDF4Test HRCI PHR exam training to Shopping Cart quickly!

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