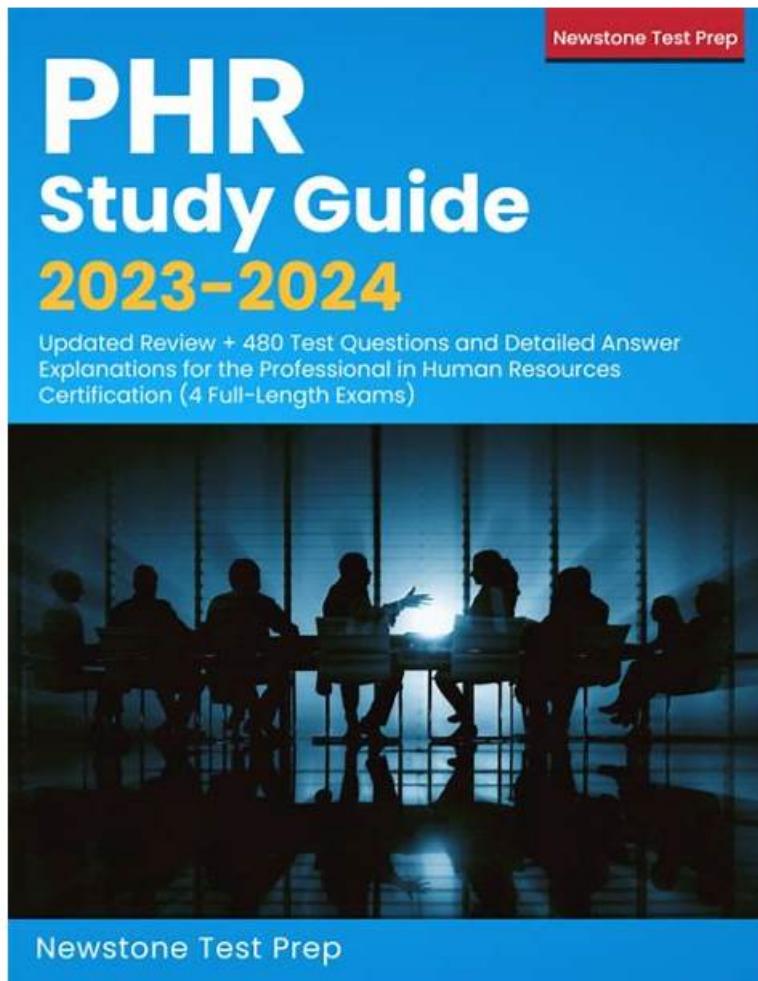


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HRCI Professional in Human Resources Sample Questions (Q103-Q108):

NEW QUESTION # 103

What is the best tool to use when creating a list of skills for a specific role?

- A. Competency model
- **B. Job analysis**
- C. Questionnaire
- D. Job description

Answer: B

Explanation:

A job analysis is a foundational HR tool used to identify the essential duties, responsibilities, and skills required for a specific role. It precedes the creation of job descriptions and competency models.

Official Extract:

"Job analysis systematically collects information about the duties, responsibilities, necessary skills, outcomes, and work environment of a particular job." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Job Analysis and Design)

NEW QUESTION # 104

There are four sections of the HR Impact Model. Which component of the model is considered to be the most client-oriented role?

- A. Catalyst
- B. Policies and Procedures
- **C. Consultation**
- D. Programs and Processes

Answer: C

NEW QUESTION # 105

The HR Professional must take measures to ensure that he is involved with all areas of the HR Impact Model. What component of the HR Impact Model serves as the process integrator of all components?

- A. HR Professional
- B. Consultation
- **C. Catalyst**
- D. Programs and Processes

Answer: C

NEW QUESTION # 106

During the organization of a union, it's possible that the union will gain recognition from the management. The management is then obliged to give the NLRB a list of employees who are eligible to vote in the unionization election. What is the name of the list of such employees called?

- A. Candidate List
- B. Constituent List
- **C. Excelsior List**
- D. Union prospectus List

Answer: C

NEW QUESTION # 107

A union is performing a jurisdictional strike in front of a construction site. What is a jurisdictional strike?

- A. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract because the current contract between the employer and the union has expired.
- **B. It is a strike through which the union seeks to pressurize an employer to assign a particular work to its members; rather than to members of other unions or to the non-union workers.**
- C. It is a strike through which the union seeks to pressurize an employer to assign all work to its members, rather than to members of non-union workers.
- D. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract although there is already an approved contract in place.

Answer: B

NEW QUESTION # 108

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