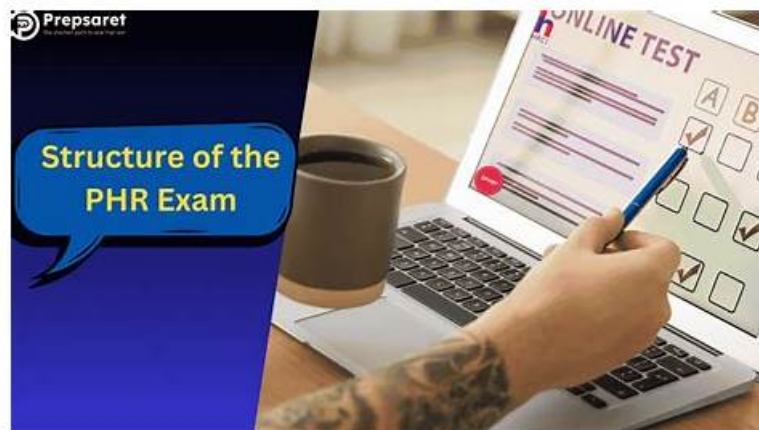


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HRCI Professional in Human Resources Sample Questions (Q50-Q55):

NEW QUESTION # 50

Which of the following are established by Fair Labor Standards Act (FLSA) of 1938? Each correct answer represents a complete solution. Choose three.

- A. Minimum wage requirement
- B. Criteria for exempt and nonexempt employees
- C. Health insurance requirement
- D. Laws for protecting American children against labor exploitation

Answer: A,B,D

NEW QUESTION # 51

(Enter the answer as a numeric value.)

An employer onboards 150 employees. The new hire turnover rate is _____% if 30 individuals from this group are terminated within the first 90 days.

Answer:

Explanation:

20

Explanation:

Formula: $(\text{Number of terminated employees} \div \text{Number of hires}) \times 100 = (30 \div 150) \times 100 = 0.2 \times 100 = 20\%$ Official

Extract: "Turnover rates are calculated as the number of separations during a period divided by the total number of employees, multiplied by 100 to yield a percentage." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, HR Metrics and Analysis)

NEW QUESTION # 52

Workforce planning is most effective when it is:

- A. Reviewed on an ongoing basis.
- B. Used primarily as a staffing tool.
- C. Focused on short-term goals.
- D. Developed by the executive team.

Answer: A

Explanation:

Effective workforce planning is a dynamic, ongoing process. Regular reviews allow organizations to adapt to changes in talent supply, business strategy, and external market conditions.

Official Extract:

"Workforce planning should be a continuous process aligned with organizational strategy to anticipate and respond to workforce needs proactively." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Workforce Planning Best Practices)

NEW QUESTION # 53

What nonmathematical forecasting technique uses rounds of anonymous surveys among participants to determine consensus on the direction of employment trends, candidate selection, or other forecasting topics?

- A. Qualitative forecast
- B. Trend analysis
- C. Management forecast
- D. Delphi Technique

Answer: D

NEW QUESTION # 54

Which of the following is the benefit of including at-will employment language in a written offer letter?

- A. Defines performance standards
- B. Protects intellectual property
- C. Creates contractual agreement
- D. Limits legal liability

Answer: D

Explanation:

Including at-will employment language in offer letters limits legal liability by clearly stating that employment can be terminated by either party at any time, with or without cause, preventing misunderstandings about job security.

Official Extract:

"Including at-will disclaimers in employment communications limits liability by clarifying that no implied promises of continued employment exist." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Employment-at-Will Doctrine)

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