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The image is a promotional poster for Hitsuji HR Academy. At the top, there are two logos: 'HITSUJI HR ACADEMY' and 'HITSUJI'. Below the logos, there is a dark blue button with the text 'LIÊN HỆ NGAY' (Contact Now) and a white mouse cursor icon pointing at it. The main text in the center reads: 'Theo dõi fanpage Hitsuji HR Academy để biết thêm về các khóa học và có cơ hội nhận được các thông tin tài liệu miễn phí' (Follow the fanpage Hitsuji HR Academy to know more about the courses and have the opportunity to receive free information materials). Below this, it says 'HITSUJI HR ACADEMY' and '--- Enhance Skills, Enhance Careers ---'. At the bottom, it says 'Contact us at:' followed by three contact options: a phone icon with '0705 619 568', an email icon with 'daotao@hitsuji-vn.com', and a website icon with 'https://hitsujihr.com.vn/'. At the very bottom, there is a small black bar with the text 'hitsuji-vn.com | hitsujihr.com.vn'.

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--- Enhance Skills, Enhance Careers ---

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Don't you want to make a splendid achievement in your career? Certainly hope so. Then it is necessary to constantly improve yourself. Working in the HRCI industry, what should you do to improve yourself? In fact, it is a good method to improve yourself by taking HRCI certification exams and getting HRCI certificate. HRCI certificate is very important certificate, so more and more people choose to attend PHR Certification Exam.

HRCI PHR (Professional in Human Resources) Certification Exam is a highly respected exam in the field of human resources. It is an exam that is designed to test the knowledge and skills of those who wish to become human resource professionals. PHR exam is administered by the HR Certification Institute (HRCI), which is the leading organization for human resource professionals.

The Professional in Human Resources (PHR) certification is a globally recognized credential for human resources professionals who have demonstrated their expertise in the field. Professional in Human Resources certification is granted by the Human Resource Certification Institute (HRCI), a non-profit organization dedicated to advancing the HR profession by providing comprehensive certification programs, continuing education, and resources for HR professionals.

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HRCI Professional in Human Resources Sample Questions (Q46-Q51):

NEW QUESTION # 46

You are a HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. One of the requirements for the open position is that the candidates are fluent in both English and Spanish. This is based on the high performers among current employees that have this trait. This is an example of what type of validity?

- **A. Criterion-related validity**
- B. Construct-related validity
- C. Predictive validity
- D. Content validity

Answer: A

NEW QUESTION # 47

Stress is often a significant issue in workplaces. Author Ravi Tangri asserts that stress costs organizations up to \$300 billion per year. Which one of the following stresses is the largest contributor to organizational cost of waste?

- A. Absenteeism
- **B. Workplace accidents**
- C. Turnover
- D. Drug plan costs

Answer: B

NEW QUESTION # 48

As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily visible to employees. What OSHA poster lists each of the employee's rights?

- A. OSHA 5131 poster
- B. OSHA 3615 poster
- **C. OSHA 3165 poster**
- D. OSHA 5613 poster

Answer: C

NEW QUESTION # 49

Despite counseling by the manager, a well-respected, long-term employee continues to be unusually distracted and depressed, is

frequently late to work or absent, and displays a resentful attitude. The best advice an HR professional could offer the manager is to:

- A. Coach the manager on the correct documentation procedures.
- **B. Suggest making a referral to the Employee Assistance Program (EAP).**
- C. Recommend that the employee be placed on short-term disability.
- D. Suspend the employee pending investigation of the behavior.

Answer: B

Explanation:

When an employee shows emotional distress or personal issues affecting work, referring them to an Employee Assistance Program (EAP) offers confidential support and resources to address personal challenges, benefiting both the employee and the organization.

Official Extract:

"HR should encourage EAP referrals when employees exhibit signs of emotional distress to provide professional support without escalating disciplinary actions unnecessarily." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, EAP Utilization)

NEW QUESTION # 50

To develop a positive employment relationship with a potential employee, it is most important to present a realistic job preview that:

- **A. Includes both favorable and unfavorable aspects of the job**
- B. Introduces the applicant to potential co-workers and supervisors
- C. Includes a job description, an organization chart, and a list of management
- D. Gives specifics of the organization's strategy

Answer: A

Explanation:

A realistic job preview (RJP) must present both the positive and the negative aspects of the job honestly. This helps set realistic expectations, reduces future dissatisfaction, and leads to better job fit and retention.

Official Extract:

"Realistic job previews reduce early turnover by presenting candidates with an honest and balanced view of job duties, including both attractive and challenging aspects." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Recruiting and Realistic Job Previews)

NEW QUESTION # 51

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