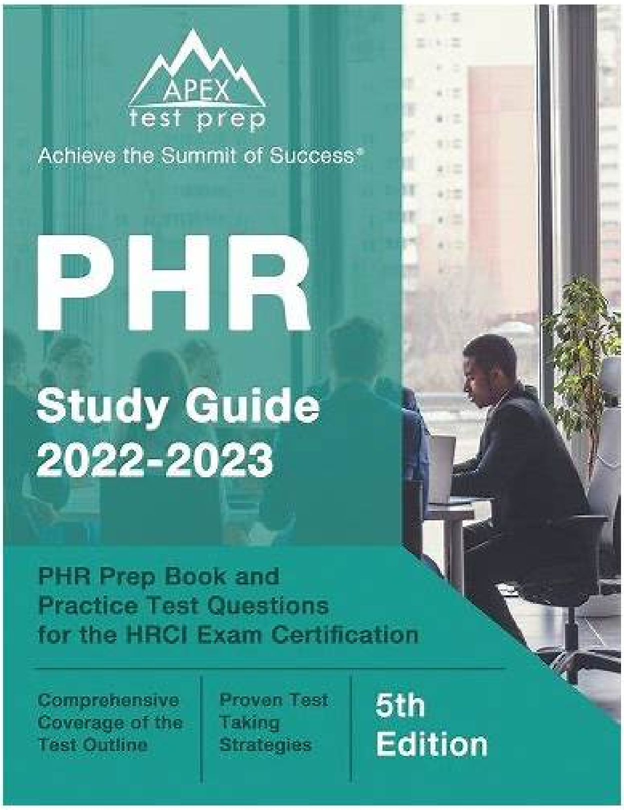
HRCI PHR New Study Plan - PHR Test Prep



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HRCI PHR Certification Exam is a highly respected exam in the field of human resources. It is a comprehensive exam that covers a wide range of topics related to human resource management. Those who pass the exam are recognized as having the knowledge and skills necessary to excel in the field of human resources. Professional in Human Resources certification is recognized by employers and peers alike, and it is often a requirement for those seeking employment in the field of human resources.

>> HRCI PHR New Study Plan <<

Quiz HRCI - Newest PHR - Professional in Human Resources New Study Plan

Perhaps now you are one of the candidates of the HRCI PHR exam, perhaps now you are worried about not passing the exam smoothly. Now we have good news for you: our PHR study materials will solve all your worries and help you successfully pass it. With the high pass rate as 98% to 100%, you will find that we have the best Professional in Human Resources PHR learning braindumps which contain the most accurate real exam questions.

HRCI Professional in Human Resources Sample Questions (Q69-Q74):

NEW QUESTION # 69
Which of the following clause protects the employee's job and compensation in the event of a reorganization, acquisition, or merger, for a specifed period of time?

- A. Change of control
- B. Disability or death
- C. Advice of counsel
- D. Termination clause

Answer: A

NEW QUESTION # 70
What factors are keys to a successful reduction in force (RIF) process?

- A. Planning outplacement support and severance package contingencies
- B. Limiting the number of employees selected solely because of the positions held and hours worked
- C. Planning for continuous operation of the organization and sustaining employee morale
- D. Having a release prepared by legal and requiring signatures from all employees involved

Answer: C

Explanation:
A successful RIF (reduction in force) process prioritizes sustaining employee morale and ensuring the ongoing operation of the business. Without maintaining morale, productivity, and trust suffer badly.
Official Extract:
"Effective RIF management requires careful planning to ensure business continuity and address the morale and engagement of retained employees." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Workforce Reductions)

NEW QUESTION # 71
As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. There are three primary types of bargaining that management and unions participate in. Which one of the following bargaining types aims to generate a variety of options before settling on one?

- A. Integrative bargaining
- B. Distributive bargaining
- C. Interest-based bargaining
- D. Good faith bargaining

Answer: C

NEW QUESTION # 72
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 in the interview process for a graphic designer is, for the graphic designer to use a software program and to create a simple brochure. This is an example of what type of validity?

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

Answer: D

NEW QUESTION # 73
Mathematical forecasting is also known as quantitative forecasting. Which one of the following statements best describes

mathematical forecasting techniques?

- A. The best predictor of future performance is past performance.
- B. The best predictor of future performance is structured reviews of current performance.
- C. The predictor of future performance is risk analysis of possible outcomes.
- D. The best predictor of future performance is statistical analysis of past performance results.

Answer: A

NEW QUESTION # 74
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