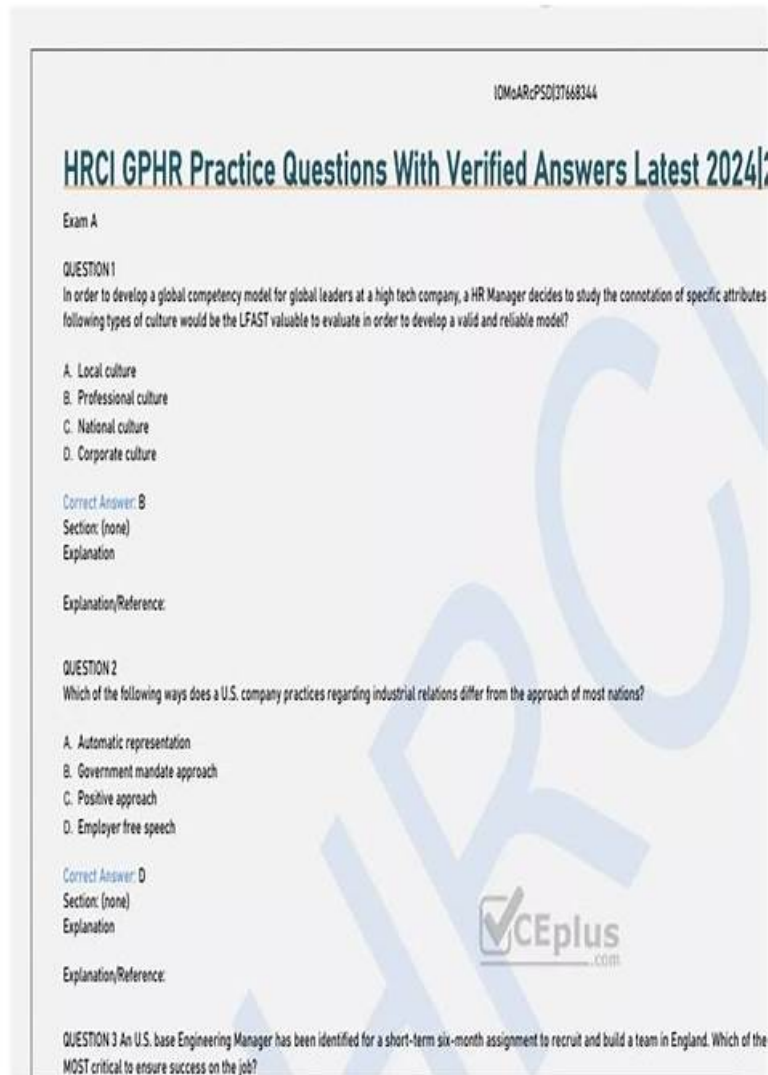


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HRCI Professional in Human Resources Sample Questions (Q48-Q53):

NEW QUESTION # 48

Henry is the HR Professional for his organization and he's discussing the status of Amy's employment.

Amy earns \$87,500 per year and receives a paycheck via direct deposit every two weeks. Amy was hired under the offer of a salary position, but she feels that she is working far more than the agreed 40 hours per week. Based on these scenarios, do you believe Amy is exempt or non-exempt?

- A. Amy is exempt because she earns more than \$1,000 per week.
- **B. Amy is exempt because she is paid on a salary basis.**
- C. Amy is not exempt because she is offered bonuses as part of her pay.
- D. Amy is not exempt because she is working more than ten percent of her total agreed hours per week.

Answer: B

NEW QUESTION # 49

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. This adverse impact lawsuit determined that discrimination need not be deliberate or observable to be real. Employees were segregated by race and were allowed to work only in the lowest paid position. What lawsuit is described?

- A. McDonnell Douglas Corp. versus Green, 1973
- B. Washington versus Davis, 1976
- C. Albemarle Paper versus Moody, 1975
- **D. Griggs versus Duke Power, 1971**

Answer: D

Explanation:

Explanation/Reference:

NEW QUESTION # 50

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 although there is already an approved contract in place.
- B. 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.
- C. 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.
- **D. 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.**

Answer: D

NEW QUESTION # 51

The best measure of an outplacement program's success is the:

- A. Retention rate of remaining employees.
- B. Usage ratio of services.
- C. Cost to offer the services.
- **D. Number of individuals hired into new jobs.**

Answer: D

Explanation:

The success of an outplacement program is best measured by the number of displaced employees successfully re-employed. This demonstrates the program's effectiveness in helping employees transition to new opportunities.

Official Extract:

"The effectiveness of outplacement programs is assessed by measuring the reemployment rates of separated employees." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Separation and Transition Programs)

NEW QUESTION # 52

An organization stays abreast of major changes in related industries through:

- A. Benchmarking.
- B. Due diligence.
- C. Forecasting.
- **D. Environmental scanning.**

Answer: D

Explanation:

Environmental scanning is the process of systematically monitoring external factors - such as industry trends, economic shifts, technology, and competitors - to proactively adapt business strategies.

Official Extract:

"Environmental scanning involves assessing external factors that may affect organizational performance, including market trends, competitor analysis, and industry developments." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Strategic Environmental Analysis)

NEW QUESTION # 53

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