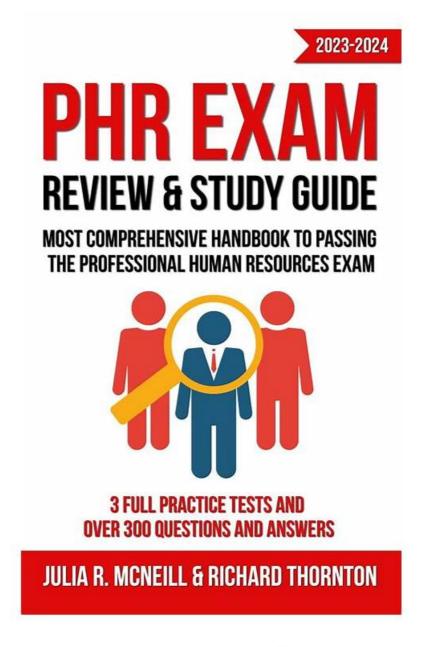
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HRCI Professional in Human Resources Sample Questions (Q16-Q21):

NEW QUESTION #16

There are seven stages of internal consulting that an HR Professional must be familiar with. Consider this scenario: Frances has developed an HR training plan for her organization. The plan is comprehensive, aggressive, and will provide organizational development for all levels of employees in the company. Frances is presenting her plan to her organization's management. What level of internal consulting is Fran participating in?

- A. Reviewing, transitioning, and evaluating the project
- B. Exploring the situation
- C. Presenting the findings and recommendations
- D. Gaining agreement to the project plan

Answer: D

NEW QUESTION #17

Which of the following is the process of systematically determining a relative internal value of a job in an organization?

- A. Job evaluation
- B. Gainsharing
- C. Broadbanding
- D. SWOT Analysis

Answer: A

NEW QUESTION #18

What is the compa-ratio for an employee that earns \$75,000 per year, but the midpoint for the role is \$85,000 per year?

- A. 113 percent
- B. 1:88
- C. 88 percent
- D. \$10,000 difference

Answer: C

NEW QUESTION #19

You are a HR Professional for your organization and you're educating your staff on the Pregnancy Discrimination Act. Which one of the following statements about the Pregnancy Discrimination Act is not true?

• A. If an employer provides any benefits to workers on leave, the employer must provide the same benefits for those on leave for pregnancy-related conditions.

- B. An employer is allowed to refuse to hire a pregnant woman because of the imminent time frame of the needed leave to deliver and care for the child.
- C. Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.
- D. Pregnancy related benefits cannot be limited to married employees.

Answer: B

NEW QUESTION #20

The most effective employment brands:

- A. Focus on recruitment rather than retention
- B. Vary throughout the year with the hiring cycle
- C. Encompass the entire employment life cycle
- D. Focus on retention rather than recruitment

Answer: C

Explanation:

The best employment brands cover the entire employment life cycle, from recruitment through onboarding, development, engagement, and retention - reinforcing a consistent organizational image throughout an employee's journey. Official Extract:

"Strong employment brands address all stages of the employee lifecycle to enhance attraction, engagement, development, and retention." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Employment Branding)

NEW QUESTION #21

Disposable vapes

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