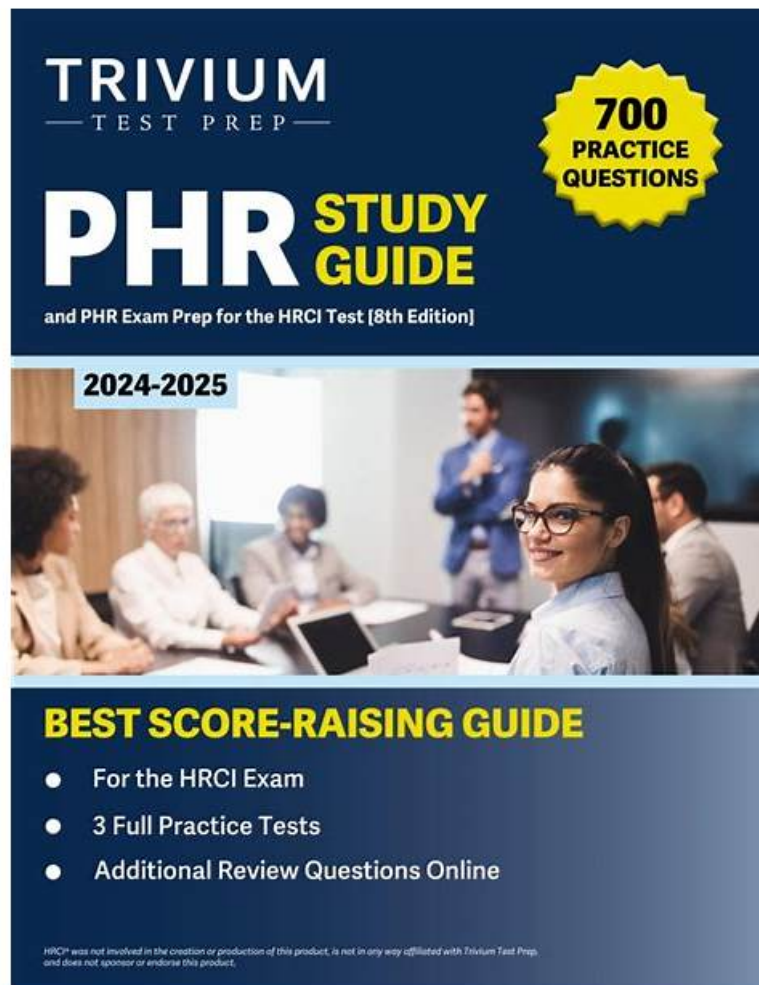# New PHR Test Duration | PHR New Dumps

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HRCI Professional in Human Resources Sample Questions (Q101-Q106):

NEW QUESTION # 101
A primary benefit of an effective onboarding program is that it:

- A. Allows management an opportunity to assess employee performance
- B. Establishes alignment between the work and organizational mission
- C. Increases the organization's headcount
- D. Encourages management involvement and feedback

Answer: B

Explanation:
The main goal of onboarding is to help new employees understand how their roles connect with the organization's mission, vision, and values, enhancing engagement and retention.
Official Extract:
"Effective onboarding establishes clear links between employee roles and organizational goals, fostering engagement and early success." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Onboarding Programs)

NEW QUESTION # 102
When an organization engages in reckless discrimination and fails to act in good faith, a court will typically order:

- A. Equitable relief.
- B. Punitive damages.
- C. Compensatory fees.

Answer: B

Explanation:
Courts may award punitive damages when an employer's discriminatory behavior is found to be intentional, malicious, or recklessly indifferent to federally protected rights. Punitive damages are meant to punish and deter similar misconduct.
Official Extract:
"Punitive damages may be awarded in cases of intentional discrimination where the employer acted with malice or reckless indifference to the employee's rights." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Remedies and Penalties for Discrimination)

NEW QUESTION # 103

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

Answer: A

NEW QUESTION # 104

Which of the following recruitment sources should be eliminated as the most significant cost-saving measure?

- A. Career fairs
- B. Internal postings
- C. Staffing agencies
- D. Employee referrals

Answer: C

Explanation:
Staffing agencies typically charge high fees (20-30% of an employee's annual salary) for placements.
Eliminating agency use can save significant recruiting costs, making it a major cost-saving measure if feasible.
Official Extract:
"Reducing reliance on external agencies helps lower recruitment costs significantly, especially when internal sourcing strategies can fill roles effectively." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Recruitment Cost Management)

NEW QUESTION # 105

Gary is an HR Professional for his organization that has several federal contracts of $100,000 or more. His organization, as required by VEVRAA, files what form by September 30 each year, which provides the details of the veterans employed by the federal contractor?

- A. Gary must file the VETS-100 form
- B. Gary must file the VEVRAA ACT-1 report
- C. Gary must file the EEO-VETS form
- D. Gary must file the EEO-1 report

Answer: A

NEW QUESTION # 106

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