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questions are being offered in three different but easy-to-use formats.

## **HRCI Professional in Human Resources Sample Questions (Q114-Q119):**

### **NEW QUESTION # 114**

Pat is interviewing Sammy for a job in his organization. During the interview, Pat asks Sammy for a dinner date. Sammy refuses his offer, but thanks him. Pat tells Sammy that a dinner date would be beneficial to the job selection. Sammy still refuses the dinner date. Based on this conversation, Pat decides not to hire Sammy for the position. This is an example of what type of sexual harassment?

- **A. Quid Pro Quo**
- B. Covert
- C. Contingent
- D. Hostile Work Environment

**Answer: A**

### **NEW QUESTION # 115**

The GHF Corporation is looking to hire four software developers. The average pay for software developers, with the desired skill set, is \$76,000. The GHF Corporation believes that by offering \$80,000 for the starting salary they'll attract better performers than their competitors. What is this scenario an example of?

- A. Beating the market
- B. Lagging the market
- C. Matching the market
- **D. Leading the market**

**Answer: D**

### **NEW QUESTION # 116**

A total rewards approach works successfully when:

- **A. Significant effort is put forth by managers.**
- B. HR delivers the rewards to employees.
- C. Outside consultants handle the transition.
- D. The organization is recognized as a "best place to work."

**Answer: A**

Explanation:

Manager involvement is critical for total rewards success because they communicate program details, ensure proper application, and support employee engagement through rewards recognition.

Official Extract:

"Management plays a critical role in the success of total rewards strategies through ongoing communication, implementation support, and employee recognition efforts." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Manager Engagement in Rewards Programs)

### **NEW QUESTION # 117**

You are the HR Professional for your organization. You have just hired a new employee for your company. What form are you and the newly hired employee required to complete to show the employee's identity and eligibility to work in the United States?

- A. IRCA-00
- B. 0
- **C. I-9**
- D. IRCA-86

**Answer: C**

### NEW QUESTION # 118

Martha is the HR Professional for her organization and she's working with her team to complete non-quantitative job evaluations. Martha wants to stress the available types of non-quantitative job evaluation techniques that are appropriate for her team to be communicated to managers. Which one of the following is not a non-quantitative job evaluation technique that Martha should share?

- A. Factor comparison
- B. Job classification
- C. Whole job ranking
- D. Job slotting

**Answer: A**

### NEW QUESTION # 119

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