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PHR 2024 HRCI Practice Test I Questions and Answers 100% Verified by Expert | Updated 2024

A primary step in developing an employee's ability to make ethical decisions is: -
ANSWER ☒ Identifying ethical issues employees encounter

Which of the following HR practices is likely to be used by an organization following a differentiation strategy? - ANSWER ☒ Knowledge-based pay

The culture of an organization is most impacted by: - ANSWER ☒ The behavior of its leaders

HR executives have risen in stature in many corporations based on: - ANSWER ☒ Ability to demonstrate impact on the bottom line

What is the first step in developing an organization's HR budget? - ANSWER ☒ Understanding the organization's goals and priorities

Which of the following activities is considered a strategic role of human resource management? - ANSWER ☒ Developing career plans and succession charts

Which of the following has typically been the most popular and most successful strategy for supporting, modifying or stopping proposed political action? -
ANSWER ☒ Direct Lobbying

An HR Manager proposes the building of a new training facility. In order to demonstrate the financial impact on the the operation to management, the HR manager should: - ANSWER ☒ Show how productivity gains can be achieved

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HRCI Professional in Human Resources Sample Questions (Q35-Q40):

NEW QUESTION # 35

The Equal Pay Act of 1963 prohibits discrimination on the basis of sex in the payment of wages or benefits, to men and women who perform substantially equal work for the same employer, in the same establishment, and under similar working conditions. The law defined substantial equality of job content on four factors. Which one of the following is not one of the four factors this law defines?

- A. Education
- B. Working conditions
- C. Effort
- D. Skill

Answer: A

NEW QUESTION # 36

Which of the following are the key components of gainsharing? Each correct answer represents a complete solution. Choose three.

- A. Employees and management work together for reviewing organizational performance.
- B. If goals for improvements are met, employees and managers share the success.
- C. Managers and employees provide their part of salary for charity.
- D. The organization and the employees share the financial gains.

Answer: A,B,D

NEW QUESTION # 37

Your organization has decided to close one of the manufacturing plants, where it employs 250 employees.

The closing is not a reflection of the employee's performance, but due to poor sales of the equipment the plant produces. What is the employer required to do for the employees in light of the plant closing?

- A. Offer the employees a final performance assessment.
- B. Offer the employees an opportunity to resign from their position with two week severance pay.
- C. Offer the employees a transfer to other plants that will remain open.
- D. Offer a written notice of the plant closing at least 60 days prior to the closing date.

Answer: D

NEW QUESTION # 38

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee. Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Financial control
- B. Locale of work performed
- C. Behavioral control
- D. Type of relationship

Answer: B

NEW QUESTION # 39

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

- A. Portal-to-Portal Act
- B. Walsh-Healey Public Contracts Act
- C. Fair Labor Standards Act

- D. Davis-Bacon Act

Answer: B

NEW QUESTION # 40

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