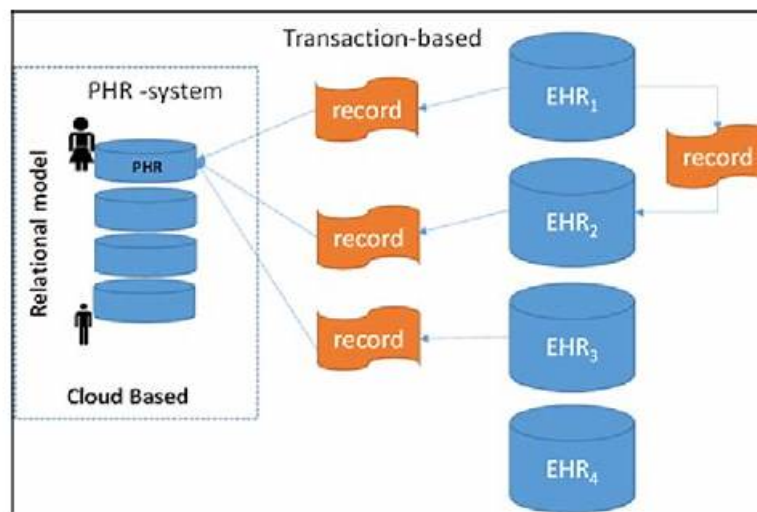


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HRCI Professional in Human Resources Sample Questions (Q36-Q41):

NEW QUESTION # 36

If a union wants to organize, it typically moves through five steps to the organizing process. Which one of the following is not one of the five stages of unionization of work force?

- A. The financing
- B. The election

- C. Obtaining recognition
- D. The campaign

Answer: A

NEW QUESTION # 37

As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily visible to employees. What OSHA poster lists each of the employee's rights?

- A. OSHA 5131 poster
- **B. OSHA 3165 poster**
- C. OSHA 3615 poster
- D. OSHA 5613 poster

Answer: B

NEW QUESTION # 38

You are an 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.

During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

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

Answer: C

NEW QUESTION # 39

Deal and Kennedy defined the four dimensions of organizational culture that you should be familiar with, as an HR Professional. What dimension of organizational culture is best defined by the hidden hierarchy of power?

- A. Heroes
- **B. Culture network**
- C. Values
- D. Joy

Answer: B

Explanation:

Explanation

NEW QUESTION # 40

Which of the following is the most common way the security of personnel files is breached?

- **A. Employees look at paper files left on a desk.**
- B. Disgruntled HR staff take records home with them.
- C. HRIS employees access online records.
- D. Cleaning staff recover data from the trash.

Answer: A

Explanation:

Leaving confidential employee information unsecured - such as paper files left on desks - is the most common breach of personnel file security. Even innocent access by unauthorized employees can lead to privacy violations under HIPAA and confidentiality policies.

Official Extract:

"Physical security protocols must be enforced to protect paper-based employee records. Common breaches occur when documents are left unattended in open office spaces, resulting in unauthorized viewing." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Data Privacy and Security)

NEW QUESTION # 41

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