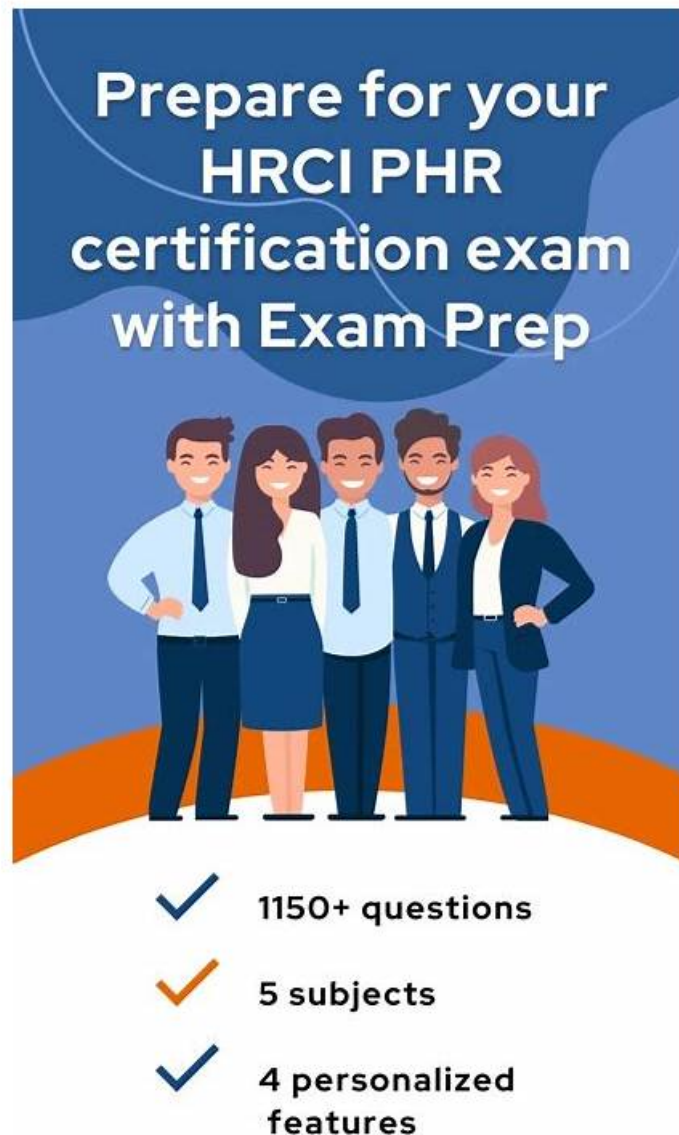


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HRCI Professional in Human Resources Sample Questions (Q99-Q104):

NEW QUESTION # 99

To develop a positive employment relationship with a potential employee, it is most important to present a realistic job preview that:

- A. Gives specifics of the organization's strategy
- B. Includes a job description, an organization chart, and a list of management
- C. Includes both favorable and unfavorable aspects of the job
- D. Introduces the applicant to potential co-workers and supervisors

Answer: C

Explanation:

A realistic job preview (RJP) must present both the positive and the negative aspects of the job honestly. This helps set realistic expectations, reduces future dissatisfaction, and leads to better job fit and retention.

Official Extract:

"Realistic job previews reduce early turnover by presenting candidates with an honest and balanced view of job duties, including both attractive and challenging aspects." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Recruiting and Realistic Job Previews)

NEW QUESTION # 100

Which of the following is a measure of the variability of ratings in a selection instrument?

- A. Mode indicator
- B. Validity index
- C. Standard deviation
- D. Reliability quotient

Answer: C

Explanation:

Standard deviation measures the amount of variability or dispersion in a set of scores or ratings. In selection assessments, it helps determine how spread out the ratings are and identifies consistency issues.

Official Extract:

"Standard deviation measures the spread of data points from the mean, providing insight into the consistency of selection ratings and assessment scores." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Selection Metrics)

NEW QUESTION # 101

As a HR Professional you must understand the laws and regulations, which affect employee compensation. If a non-exempt employee works more than 40 hours per week, what is their overtime pay rate?

- A. Non-exempt employees do not receive overtime pay
- B. It depends on the state where the employee is employed
- C. 50 percent of their base pay
- D. 150 percent of their base pay

Answer: D

NEW QUESTION # 102

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

Answer: A

NEW QUESTION # 103

In order to be successful, HR projects require:

- A. Synergies between cross-functional units within the department.
- B. A strong link between the strategic plan and the project.
- C. Limiting the scope and range to show return on investment (ROI).
- D. That the project demonstrates corporate social responsibility.

Answer: B

Explanation:

For HR initiatives to succeed, they must be aligned with the organization's broader strategic goals to ensure relevance, gain executive support, and secure resources.

Official Extract:

"Successful HR initiatives are those that directly support the organization's strategic objectives, ensuring that human capital strategies drive business outcomes." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Strategic Alignment)

NEW QUESTION # 104

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