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01. Which is not one of the leadership practices that Kouzes and Posner identify for effective leadership?

a) Enable
b) Persuade
c) Model
d) Encourage - correct answer Answer:

b) Persuade

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HRCI Professional in Human Resources Sample Questions (Q48-Q53):

NEW QUESTION # 48
An employer can regulate the off-duty activities of an employee when the conduct is:

- A. Considered as essential to the employee's best interests
- B. An outcome of a private business transaction
- C. Connected to a legitimate business interest
- D. Nonintrusive on the privacy of the employee

Answer: C

Explanation:
Employers may regulate off-duty conduct when it directly impacts business interests, such as protecting the organization's reputation, security, or client relationships - but must comply with applicable state off-duty conduct protections.
Official Extract:
"Employers may restrict off-duty conduct if it negatively affects the organization's legitimate business interests, such as safety, reputation, or operational integrity." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Employee Rights and Restrictions)

NEW QUESTION # 49
You are a HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which report is collected on odd-number of years from state and local governments?

- A. EEO-1 Report
- B. EEO-5 report
- C. EEO-4 Report
- D. EEO-3 Report

Answer: C

Explanation:
Explanation

NEW QUESTION # 50
An organization is considering services it can successfully provide to its customers. One of the services, however, is deemed to be difficult to offer with a high degree of certainty of success. The organization has decided not to offer the service because of the risk in offering the service, and failing. What risk response is used in this scenario?

- A. Sharing
- B. Mitigation
- C. Transference
- D. Avoidance

Answer: D

NEW QUESTION # 51
Beth is a HR Professional for her organization and she's discussing the risk of growing her organization's business. What is risk and why would it be considered in HR for organizational growth?

- A. Risk is an uncertain event or conditionthat can have a positive or negative effect on the goals of an organization.
- B. Risk is an uncertain event or condition that may help or hinder an organization. Adding employees can help positive risks or amplify negativerisk events.

- C. Risk is an adverse event that can halt, hinder, or hurt the objectives of a business.
- D. Risk is a negative event that an organization must consider when adding new employees to grow a company.

Answer: B

NEW QUESTION # 52

You are the HR Professional for your organization and you're completing a turnover analysis. You're considering that over the past year your organization has employed 1,238 employees and during that same period your organization has terminated 56 employees. Based on this information what is your organization's turnover for the past year?

- A. 0
- B. Significantly lower than average
- C. Moderately low
- D. 1

Answer: D

NEW QUESTION # 53

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