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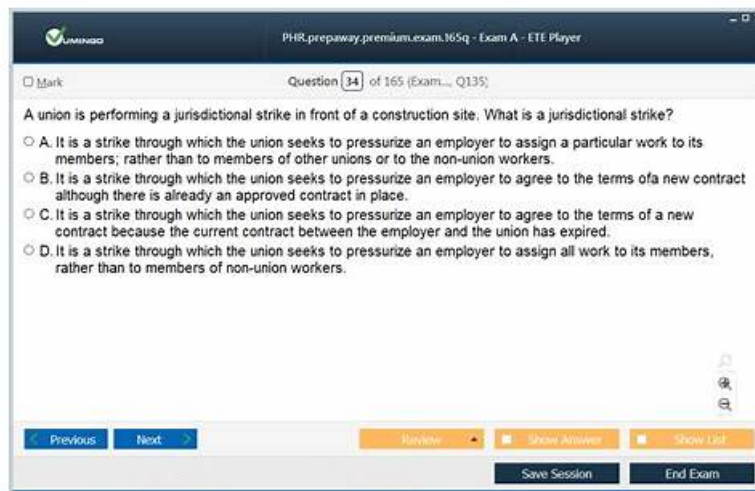

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HRCI Professional in Human Resources Sample Questions (Q44-Q49):

NEW QUESTION # 44
If an employer ignores stress in employees what symptom are employees likely to develop?

- A. Turnover
- B. De-motivation
- C. Burnout
- D. Tumors

Answer: C

NEW QUESTION # 45
What is the FairPay amount that defines, what a person makes, to be considered highly compensated?

- A. $110,000 or more
- B. $100,000 or more

- C. $125,000 or more
- D. $150,000 or more

Answer: B

NEW QUESTION # 46

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

Answer: C

NEW QUESTION # 47

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. OSHA form 301 is used to document the incident that caused the work-related injury or illness. How long is an organization required to keep the form on record?

- A. Three years following the year of the incident
- B. Five years following the year of the incident
- C. One year from the date of the incident
- D. 90 days following the year of the incident

Answer: B

NEW QUESTION # 48

Which of the following is the best way in which auditory learning can be achieved?

- A. Creating models
- B. Role playing
- C. Overhead slides
- D. Storytelling

Answer: D

Explanation:
Auditory learners retain information best by hearing it. Storytelling engages listening skills, emotional memory, and allows auditory learners to better absorb and remember information.
Official Extract:
"Auditory learners benefit most from hearing information, making lectures, storytelling, discussions, and audio recordings effective instructional methods." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Learning Styles and Training Delivery)

NEW QUESTION # 49

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