

Certified Recruitment Professional Practice Test Questions and Answers

1. According to recruitment best practices, what is the most effective method for reducing unconscious bias in the hiring process?

- A) Using only referral-based hiring
- B) Structured interviews with standardized questions and diverse interview panels
- C) Relying solely on resume screening
- D) Conducting informal conversations with candidates

2. What is the primary legal requirement under Equal Employment Opportunity (EEO) guidelines during recruitment?

- A) Hiring quotas based on demographics
- B) Non-discrimination based on protected characteristics
- C) Preferential treatment for certain groups
- D) Requiring disclosure of personal information

3. Which recruitment metric is most indicative of hiring process effectiveness?

- A) Total number of applications received
- B) Quality of hire and retention rates of new employees
- C) Speed of resume screening process
- D) Cost per job posting advertisement

4. What is the most effective strategy for building a diverse candidate pipeline?

- A) Posting jobs only on traditional job boards
- B) Partnering with diverse professional organizations and educational institutions
- C) Using identical job descriptions for all positions
- D) Conducting recruitment only during certain seasons

Answers: 1-B 2-B 3-B 4-B

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