

HRCI Practice Test Questions and Answers

1. What does HRP stands for?

- A) Human Resource Process
- B) Human Resourceful Planning
- C) Human Resource Planning
- D) Human Research Planning

2. What is an 'EEO-1 report'?

- A) A mandatory federal demographic workforce report filed with the EEOC by covered employers
- B) An internal diversity audit for senior leadership review
- C) A compensation survey submitted to the Department of Labor
- D) A job applicant tracking log for OFCCP compliance

3. Advantages of effective HRP.

- A) Better manpower planning
- B) Proper utilization of resources
- C) Motivates the employees
- D) Communicates information to inventors

4. What is 'transfer of training'?

- A) The degree to which learned skills are applied back on the job
- B) Moving an employee to a new department after completing training
- C) Sharing training materials between company locations
- D) Transferring an LMS license to a new vendor

Answers: 1-C 2-A 3-E 4-A

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