

2023-2024

PHR EXAM REVIEW & STUDY GUIDE

**MOST COMPREHENSIVE HANDBOOK TO PASSING
THE PROFESSIONAL HUMAN RESOURCES EXAM**



**3 FULL PRACTICE TESTS AND
OVER 300 QUESTIONS AND ANSWERS**

JULIA R. MCNEILL & RICHARD THORNTON

BTW, DOWNLOAD part of PrepPDF PHR dumps from Cloud Storage: https://drive.google.com/open?id=1v0hwQPA_Z8v7BJ7t3S8jXKRBA-pHkBus

If you are still unsure whether to pursue PrepPDF HRCI PHR exam questions for PHR certification exam preparation, you are losing the game at the first stage in a fiercely competitive marketplace. PrepPDF HRCI PHR Questions are the best option for becoming PHR certified.

Earning a PHR Certification can help human resource professionals advance in their careers, demonstrate their expertise, and increase their earning potential. Additionally, maintaining the certification requires ongoing education and professional development, ensuring that certified professionals stay up-to-date with the latest trends and practices in the field.

>> PHR Reliable Exam Materials <<

PHR Exam Pass4sure, PHR Test Fee

Our PHR exam dumps strive for providing you a comfortable study platform and continuously explore more functions to meet every

customer's requirements. We may foresee the prosperous talent market with more and more workers attempting to reach a high level through the HRCI certification. To deliver on the commitments of our PHR test prep that we have made for the majority of candidates, we prioritize the research and development of our PHR Test Braindumps, establishing action plans with clear goals of helping them get the HRCI certification. You can totally rely on our products for your future learning path. Full details on our PHR test braindumps are available as follows.

HRCI Professional in Human Resources Sample Questions (Q104-Q109):

NEW QUESTION # 104

The Taft-Hartley Act, also known as the Labor Management Relations Act, addressed unions and engaged in certain types of secondary boycotts. What is a secondary boycott?

- A. It is two or more boycotts by two or more union-backed organizations against one company.
- **B. It is an effort to convince others to stop doing business with a particular organization that is the subject of a primary boycott.**
- C. It is additional boycotts against companies that do business with a company which the union is boycotting.
- D. It is an effort to create more than one boycott on an organization, on two or more revenue streams.

Answer: B

NEW QUESTION # 105

Consider your role as a HR Professional in your organization. In your duties you're to keep abreast of market trends, practices in HR, employee attitudes, and your business needs. What component of the HR Impact Model is addressed in this situation?

- **A. Catalyst**
- B. Programs and processes
- C. Policies and procedures
- D. Consultation

Answer: A

Explanation:

Explanation/Reference:

NEW QUESTION # 106

Which of the following is the process of systematically determining a relative internal value of a job in an organization?

- A. Gainsharing
- B. Broadbanding
- C. SWOT Analysis
- **D. Job evaluation**

Answer: D

NEW QUESTION # 107

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address a minimum wage for employees?

- **A. Davis-Bacon Act**
- B. Portal-to-Portal Act
- C. Walsh-Healey Public Contracts Act
- D. Fair Labor Standards Act

Answer: A

NEW QUESTION # 108

- A. Catalyst
- B. HR Professional
- C. Programs and Processes
- D. Consultation

• • • • •

PHR Exam Pass4sure: <https://www.preppdf.com/HRCI/PHR-prepaway-exam-dumps.html>

- BTW, DOWNLOAD part of PrepPDF PHR dumps from Cloud Storage: https://drive.google.com/open?id=1v0hwOPA_Z8v7BJ7t3S8jXKRBa-pHkBus