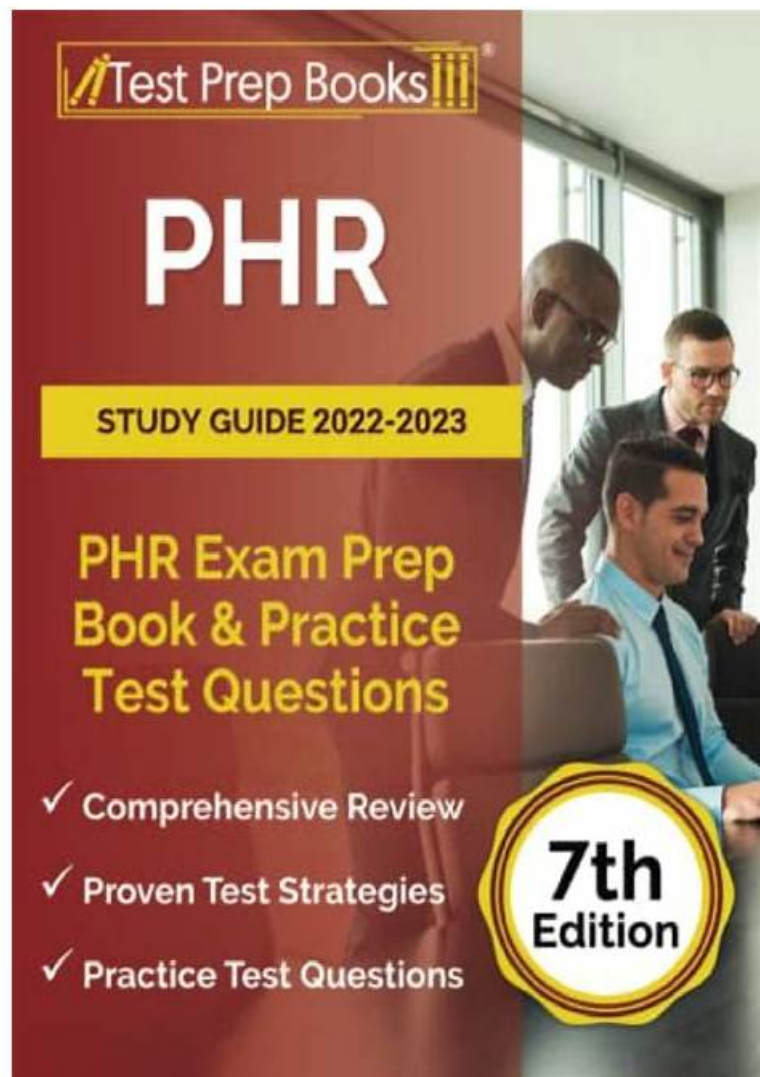# Pass PHR Exam with Trustable Test PHR Topics Pdf by ActualTestsIT

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To be eligible to take the exam, candidates must possess a minimum of two years of experience in a professional-level HR position. They must also have a bachelor's degree or higher, or a minimum of four years of relevant work experience. Additionally, candidates must adhere to a code of ethics and professional conduct.

HRCI PHR Exam Syllabus Topics:

Topic	Details
Topic 1	• HR Information Management: This section of the exam measures the skills of HR Analysts and covers managing HR information systems and leveraging technology for efficiency. Candidates are tested on their ability to utilize data analytics, maintain secure records, and streamline HR processes.

Topic 2	• Workforce Planning and Talent Acquisition: This section of the exam measures the skills of Recruitment Specialists and covers planning for workforce needs, attracting talent, and managing hiring processes. Candidates are evaluated on their ability to develop recruitment strategies, implement selection processes, and comply with employment laws.
Topic 3	• Business Management: This section of the exam measures the skills of HR Managers and focuses on aligning HR functions with organizational strategy. Candidates are tested on their ability to understand business priorities, evaluate financial and operational goals, and support organizational success through HR initiatives. One skill measured in this domain is identifying HR's role in achieving business objectives.

HRCI PHR (Professional in Human Resources) Certification Exam is designed to test the knowledge and skills of HR professionals. Professional in Human Resources certification is widely recognized in the HR industry and demonstrates a commitment to the field of human resources. The PHR certification is ideal for those who are looking to advance their careers and increase their earning potential.

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HRCI Professional in Human Resources Sample Questions (Q35-Q40):

NEW QUESTION # 35
Which of the following are established by Fair Labor Standards Act (FLSA) of 1938? Each correct answer represents a complete solution. Choose three.

- A. Minimum wage requirement
- B. Criteria for exempt and nonexempt employees
- C. Laws for protecting American children against labor exploitation
- D. Health insurance requirement

Answer: A,B,C

NEW QUESTION # 36
Which organizational structure groups its employees according to the brands they support?

- A. Team-based
- B. Matrix
- C. Product-based
- D. Functional

Answer: C

Explanation:
A product-based structure organizes employees by products, brands, or services they work with, rather than by function or geography. This structure allows focus on specific brand success.
Official Extract:
"Product-based organizational structures group employees based on the products or brands they support, enabling specialization and brand focus." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Organizational Design and Structures)

NEW QUESTION # 37

Robert is the HR Professional for his organization. June, Robert's supervisor, assigns Robert for completing and filing the EEO-1 Report for the organization. What is the EEO-1 Report?

- A. It is a report that all employers must submit to the Department of Labor defining the race and income of all employees in the organization.
- B. It is a report that all employers with at least 100 employees must submit to the Department of Labor. It defines the total number of employees by job category, ethnicity, race, and gender the organization employs.
- C. It is a report that all employers must submit to the Department of Labor defining the race, social security identification number, and income of all employees in the organization.
- D. It is a report that all employers with at least 100 employees must submit to the Department of Labor. It defines the total number of employees the organizationemploys.

Answer: B

NEW QUESTION # 38

Which of the following is the process of constantly working with employees to enhance their ability to perform their jobs productively?

- A. Performance appraisal
- B. Employee self-assessment
- C. Performance management
- D. Supervisory training

Answer: C

NEW QUESTION # 39

You are the HR Professional for your organization. You are discussing the status of your company's employees to determine who may be considered nonexempt versus exempt. Which one of the following types of employees can never be considered exempted from overtime provisions?

- A. Sales people
- B. Administrative assistants
- C. Managers
- D. Manual workers

Answer: D

NEW QUESTION # 40

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