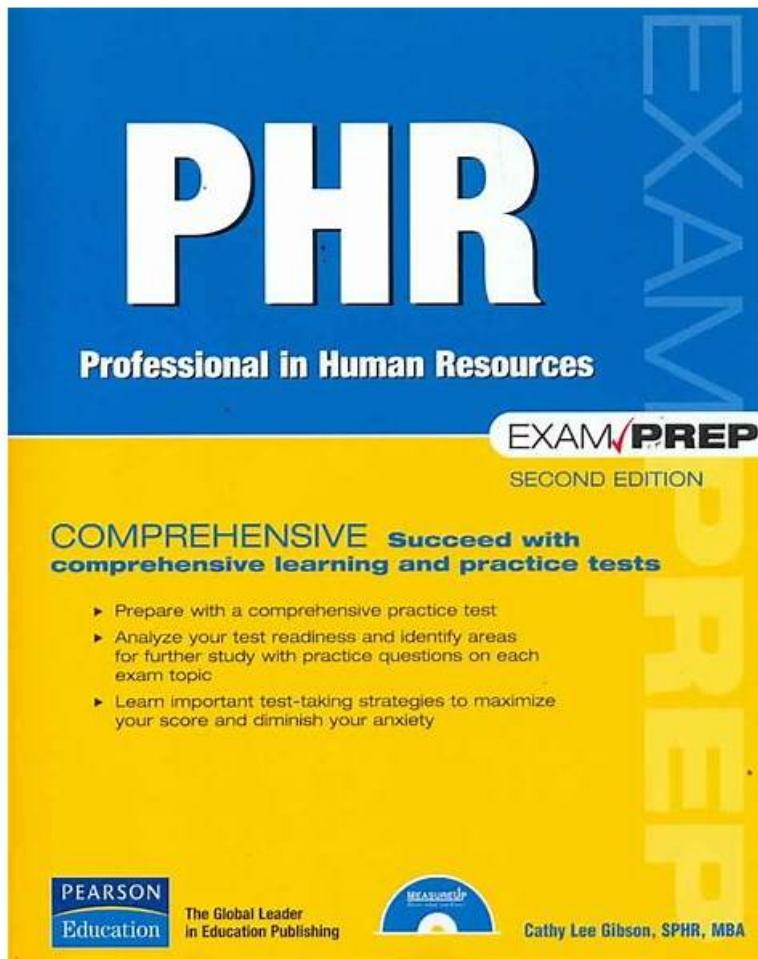


# PHR Exam Torrent: Professional in Human Resources & PHR Practice Test



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HRCI PHR (Professional in Human Resources) Certification Exam is a professional certification exam designed for HR professionals who wish to demonstrate their knowledge and expertise in the field. PHR exam is administered by the Human Resource Certification Institute (HRCI), which is a globally recognized organization that offers certification programs for HR professionals. The PHR Exam is intended for HR professionals who have a minimum of two years of experience in the field and who are responsible for implementing HR policies and programs.

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## PHR Sample Exam | PHR Questions

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## **HRCI Professional in Human Resources Sample Questions (Q46-Q51):**

### **NEW QUESTION # 46**

Which of the following are types of training evaluation? Each correct answer represents a complete solution. Choose all that apply.

- A. Reaction
- B. Results
- C. Behavior
- D. Testing
- E. Learning

**Answer: A,B,C,E**

### **NEW QUESTION # 47**

Sally is an HR employee for her company. She is primarily interested in serving only in an organizational role where she focuses on creating HR policies and procedures. What is the limitation Sally may subject herself to, if she focuses only on the organizational role?

- A. Her organizational impact will be limited to identifying problems, creating policy initiatives, and launching HR programs.
- B. Her organizational impact will be limited to promoting employee performance.
- C. She'll only be involved in the organization's strategic planning efforts.
- D. **She won't be involved in the organization's strategic planning or change efforts.**

**Answer: D**

### **NEW QUESTION # 48**

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position.

One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A. Perpetuating past discrimination
- B. **Disparate treatment**
- C. Disparate impact
- D. Accommodation

**Answer: B**

### **NEW QUESTION # 49**

As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

- A. **\$70,000**
- B. \$10,000
- C. \$100,000
- D. \$50,000

**Answer: A**

### **NEW QUESTION # 50**

Which of the following are the key components of gainsharing? Each correct answer represents a complete solution. Choose three.

- A. **If goals for improvements are met, employees and managers share the success.**
- B. **The organization and the employees share the financial gains.**
- C. Managers and employees provide their part of salary for charity.
- D. **Employees and management work together for reviewing organizational performance.**

**Answer: A,B,D**

## NEW QUESTION # 51

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