

# Exam PHR Forum & Flexible PHR Learning Mode

## PHR Exam Outline

Content Areas	Percentage of Examination
1. Business Management	14%
2. Workforce Planning and Talent Acquisition	14%
3. Learning and Development	10%
4. Total Rewards	15%
5. Employee Engagement	17%
6. Employee and Labor Relations	20%
7. HR Information Management	10%

**Mometrix** TEST PREPARATION

<b>Time limit:</b> 2 hours
<b>Total questions:</b> 115
<b>Question format:</b> Multiple-choice
<b>Delivery format:</b> Computer-delivered



BTW, DOWNLOAD part of VerifiedDumps PHR dumps from Cloud Storage: [https://drive.google.com/open?id=1x\\_IV7ie-Xr9-FMSdiG3QXTTr3XQ9RnhO9](https://drive.google.com/open?id=1x_IV7ie-Xr9-FMSdiG3QXTTr3XQ9RnhO9)

Our excellent PHR study materials beckon exam candidates around the world with their attractive characters. Our experts made significant contribution to their excellence. So we can say bluntly that our PHR actual exam is the best. Our effort in building the content of our PHR Practice Questions lead to the development of practice materials and strengthen their perfection. So our PHR training prep is definitely making your review more durable.

HRCI PHR Certification Exam covers a wide range of topics related to human resources, including business management, employee and labor relations, talent planning and acquisition, and total rewards. PHR exam consists of 175 multiple-choice questions, and candidates are given three hours to complete the exam. The passing score for the exam is 500, and the results are provided immediately after the exam. Candidates who pass the exam are awarded the PHR certification, which is a globally recognized credential that demonstrates their expertise in the field of human resources. Overall, the HRCI PHR Certification Exam is an excellent way for HR professionals to demonstrate their knowledge and expertise and advance their careers in the field.

## Topics of PHR Certification Exam

Candidates must know the exam topics before they start of preparation. Because it will really help them in hitting the core. Our **PHR exam dumps** will include the following topics:

- Compensation and Benefits 19%
- Business Management and Strategy 11%
- Workforce Planning and Employment 24%

>> Exam PHR Forum <<

## Fantastic Exam PHR Forum | Easy To Study and Pass Exam at first attempt & The Best HRCI Professional in Human Resources

The HRCI PHR practice test by VerifiedDumps can be accessed online on different web browsers like Chrome, IE, Firefox, Opera,

and Safari without any plugins. You also have the flexibility to open the pdf file of the Professional in Human Resources PHR Practice Test on mobile devices and tablets. The HRCI PHR pdf dumps version allows you to print the HRCI PHR exam questions easily and access it everywhere.

## HRCI Professional in Human Resources Sample Questions (Q43-Q48):

### NEW QUESTION # 43

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- B. This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964
- C. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company
- D. This is an example of a violation of the Title VII of the Civil Rights Act of 1964

**Answer: B**

### NEW QUESTION # 44

A union is performing a jurisdictional strike in front of a construction site. What is a jurisdictional strike?

- A. It is a strike through which the union seeks to pressurize an employer to assign all work to its members, rather than to members of non-union workers.
- B. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract although there is already an approved contract in place.
- C. It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract because the current contract between the employer and the union has expired.
- D. It is a strike through which the union seeks to pressurize an employer to assign a particular work to its members; rather than to members of other unions or to the non-union workers.

**Answer: D**

### NEW QUESTION # 45

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

**Answer: C**

Explanation:

Explanation/Reference:

### NEW QUESTION # 46

Lucas has asked his manager to take time off from work because of a holiday his religion celebrates. Fran agrees but tells Lucas that he will be inspecting his project work to ensure that the work is accurate and not suffering because of the requested time off. This is an example of what?

- A. Religious persecution in the workforce
- B. Perpetuating past discrimination
- C. Disparate treatment
- D. Quality control

**Answer: C**

#### NEW QUESTION # 47

An example of a central tendency error during the performance evaluation process occurs when a manager rates all employees:

- **A. As meeting expectations.**
- B. Based on first impressions.
- C. Based on their most recent performance.
- D. According to their previous evaluation.

**Answer: A**

Explanation:

Central tendency error occurs when a manager rates most or all employees as "average" or "meets expectations" to avoid making extreme judgments. It distorts true performance appraisals and hinders meaningful feedback and talent development.

Official Extract:

"Central tendency is a common evaluation bias where supervisors rate all employees near the midpoint of the scale to avoid confrontation or favoritism." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Performance Appraisal Errors)

#### NEW QUESTION # 48

.....

You can download a free demo of HRCI - PHR exam study material at VerifiedDumps The free demo of PHR exam product will eliminate doubts about our Professional in Human Resources PDF and practice exams. You should avail this opportunity of PHR exam dumps free demo. It will help you pay money without any doubt in mind. We ensure that our Professional in Human Resources exam questions will meet your Professional in Human Resources test preparation needs. If you remain unsuccessful in the PHR test after using our PHR product, you can ask for a full refund. VerifiedDumps will refund you as per the terms and conditions.

**Flexible PHR Learning Mode:** <https://www.verifiedumps.com/PHR-valid-exam-braindumps.html>

- Free PDF Quiz Pass-Sure PHR - Exam Professional in Human Resources Forum (M) Search on ➡ [www.vce4dumps.com](http://www.vce4dumps.com) ☐  
☐ for ➡ PHR ☐ to obtain exam materials for free download ☐ PHR Latest Study Guide
- Exam PHR Exercise ☐ Valid Real PHR Exam ☐ PHR New Braindumps Ebook ☐ ☐ [www.pdfvce.com](http://www.pdfvce.com) ☐ is best website to obtain ✓ PHR ☐ ✓ ☐ for free download ☐ PHR Test Vce
- PHR Latest Study Guide ☐ PHR Practice Online ☐ PHR Pass4sure ☐ The page for free download of "PHR" on [ [www.prep4sures.top](http://www.prep4sures.top) ] will open immediately ☐ Hot PHR Spot Questions
- Reliable HRCI Exam PHR Forum Offer You The Best Flexible Learning Mode | Professional in Human Resources ☐ Download ➡ PHR ☐ for free by simply entering ☐ [www.pdfvce.com](http://www.pdfvce.com) ☐ website ☐ Valid Real PHR Exam
- Excellent Exam PHR Forum - Reliable Source of PHR Exam ☐ Search on ( [www.troytecdumps.com](http://www.troytecdumps.com) ) for { PHR } to obtain exam materials for free download ☐ PHR Practice Online
- PHR – 100% Free Exam Forum | Excellent Flexible Professional in Human Resources Learning Mode ☐ Immediately open ➤ [www.pdfvce.com](http://www.pdfvce.com) ☐ and search for { PHR } to obtain a free download ☐ Study PHR Plan
- Ace the HRCI PHR Exam Preparation with Exams Solutions Realistic Practice Tests ☐ Download { PHR } for free by simply searching on ➡ [www.prepawaypdf.com](http://www.prepawaypdf.com) ☐ ☐ ☐ Training PHR Materials
- HRCI PHR Exam | Exam PHR Forum - Offer you Valid Flexible PHR Learning Mode ☐ Simply search for ➡ PHR ☐ ☐ ☐ for free download on ➤ [www.pdfvce.com](http://www.pdfvce.com) ☐ ☐ PHR Free Practice Exams
- Free PDF Efficient HRCI - PHR - Exam Professional in Human Resources Forum ☐ Open ➤ [www.vce4dumps.com](http://www.vce4dumps.com) ☐ and search for ► PHR ◀ to download exam materials for free ☐ Valid Braindumps PHR Sheet
- Excellent Exam PHR Forum - Reliable Source of PHR Exam ☐ Search for ☼ PHR ☐ ☼ ☐ and download it for free on ➡ [www.pdfvce.com](http://www.pdfvce.com) ☐ website ☐ PHR Practice Online
- Free PDF Efficient HRCI - PHR - Exam Professional in Human Resources Forum ☐ Open website 【 [www.troytecdumps.com](http://www.troytecdumps.com) 】 and search for ► PHR ◀ for free download ☐ Study PHR Plan
- [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [vieducation.com](http://vieducation.com), [pct.edu.pk](http://pct.edu.pk), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), [pct.edu.pk](http://pct.edu.pk), [www.stes.tyc.edu.tw](http://www.stes.tyc.edu.tw), Disposable vapes

P.S. Free 2026 HRCI PHR dumps are available on Google Drive shared by VerifiedDumps: [https://drive.google.com/open?id=1x\\_IV7ie-Xr9-FMSdiG3QXTr3XQ9RnhO9](https://drive.google.com/open?id=1x_IV7ie-Xr9-FMSdiG3QXTr3XQ9RnhO9)