

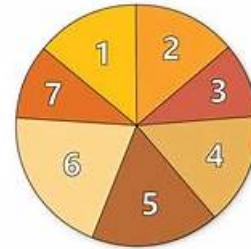
Exam PHR Forum & Flexible PHR Learning Mode

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

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



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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%
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>> Exam PHR Forum <<

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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

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