

# Study HRCI PHR Material - Valid PHR Test Practice

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## PHR 2023- HRCI Practice Test I Questions With Complete Solutions

A primary step in developing an employee's ability to make ethical decisions is: correct answer: Identifying ethical issues employees encounter

Which of the following HR practices is likely to be used by an organization following a differentiation strategy? correct answer: Knowledge-based pay

The culture of an organization is most impacted by: correct answer: The behavior of its leaders

HR executives have risen in stature in many corporations based on: correct answer: Ability to demonstrate impact on the bottom line

What is the first step in developing an organization's HR budget? correct answer: Understanding the organization's goals and priorities

Which of the following activities is considered a strategic role of human resource management? correct answer: Developing career plans and succession charts

Which of the following has typically been the most popular and most successful strategy for supporting, modifying or stopping proposed political action? correct answer: Direct Lobbying

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## Valid PHR Test Practice | PHR Exam Outline

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## HR CI Professional in Human Resources Sample Questions (Q13-Q18):

### NEW QUESTION # 13

As an HR Professional you must be familiar with several acts of congress, laws, and regulations that address risks in the workplace. Which of the following laws was the first to establish consistent safety standards for workers?

- A. USA Patriot Act
- B. Mine Safety and Health Act
- C. Homeland Security Act
- D. **Occupational Safety and Health Act**

**Answer: D**

### NEW QUESTION # 14

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

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

**Answer: B**

### NEW QUESTION # 15

Beth works for the HJR Corporation and she feels that she has been discriminated against by her supervisor. Beth would like to file a charge with the EEOC but she's afraid of the repercussions and she doesn't want her identity exposed. Beth asks a lawyer to file the charge for her so she can remain anonymous. Is this legal?

- A. **Yes, the person who files the charge can have someone else file the charge on their behalf to protect their identity.**
- B. It depends on the state where the charge is being filed, as some states allow anonymous filings while others do not.
- C. No, the person who has been discriminated against must file her own charge.
- D. No, the person who files the charge cannot remain anonymous.

**Answer: A**

### NEW QUESTION # 16

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. 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
- B. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- C. **This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964**
- D. This is an example of a violation of the Title VII of the Civil Rights Act of 1964

**Answer: C**

### NEW QUESTION # 17

Holly is a senior worker in her organization and she is a member of the union. Her position will be eliminated in sixty days and she will be released from the company. Rather than being unemployed, Holly asks the union to move her to a less senior position and release a junior employee. If the union agrees to this, what will this term be known as?

- A. **Bumping**
- B. Displacement

- C. Releasing
- D. Re-organization

**Answer: A**

## NEW QUESTION # 18

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