# PHR Latest Exam Forum & PHR Latest Material

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
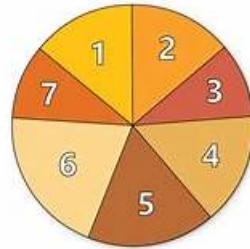
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If someone who can pass the exam, they can earn a high salary in a short time. If you decide to beat the exam, you must try our PHR exam torrent, then, you will find that it is so easy to pass the exam. You only need little time and energy to review and prepare for the exam if you use our Professional in Human Resources prep torrent as the studying materials. So it is worthy for them to buy our product. We provide the introduction of the features and advantages of our PHR Test Prep as follow so as to let you have a good understanding of our product before your purchase.

The PHR exam covers a broad range of HR topics, including talent acquisition, employee relations, benefits and compensation, HR development, and risk management. PHR exam is divided into two sections: the first section covers foundational knowledge and principles, while the second section focuses on practical applications and scenarios. PHR exam consists of 175 multiple-choice questions, and test-takers have three hours to complete the exam.

How to Prepare For PHR Certification Exam

Preparation Guide for PHR Certification Exam

PHR Certification: Tips to survive if you don't have time to read all the page

The PHR and SPHR certifications are HR certifications granted by the Human Resources Certification Institute (HRCI) to people who meet the eligibility conditions and pass the certification exam. Human resources certification means that a person is both competent and experienced in the field of human resources. A professional human resources certification is different from a certification program in that certification requires specific experience and training, requires new certification, and allows a person to add certification letters after his or her name. Professional Human Resource Certification (PHR) demonstrates that a person has mastered the technical and operational aspects of HR practices, laws, and regulations. This diploma is intended for people who focus on program implementation, have responsibilities that focus on the human resources department rather than the entire organization, have a tactical orientation and are accountable to another human resources professional within the organization.The Senior Professional in Human Resources (SPHR) certification is designed for people with a level of experience and responsibility higher than the PHR Certification. SPHR certification demonstrates that a person has mastered the strategic and political aspects of human resource management. This certification is intended for people who plan a human resources policy, focus on the entire organization, have a deep and in-depth knowledge of all human resources disciplines and have ultimate responsibility within the

Human Resources department.Human Resources Management Professional (PHR). The certification, issued by the Human Resources Certification Institute (HRCI), means that people have the theoretical knowledge and practical experience in the management of human resources necessary to pass an exam that demonstrates mastery of all knowledge in the field.

PHR Exam Latest Exam Forum & Pass-Sure PHR Latest Material Pass Success

The PHR would assist applicants in preparing for the HRCI PHR exam successfully in one go PHR would provide PHR candidates with accurate and real Professional in Human Resources (PHR) Dumps which are necessary to clear the PHR test quickly. Students will feel at ease since the content they are provided with is organized rather than dispersed.

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

NEW QUESTION # 46
OSHA may inspect a workplace at any time. The purpose of these inspections is to maintain safety for all workers. OSHA has established five priorities for workplace inspections. Which one of the following statements is the correct order of most important OSHA priorities to least important OSHA priorities?

- A. Imminent danger, planned inspections in high-hazard industries, employee complaints, catastrophes and fatal accidents, follow-up inspections
- B. Imminent danger, catastrophes and fatal accidents, employee complaints, planned inspections in high- hazard industries, follow-up inspections
- C. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, employee complaints, and follow-up inspections
- D. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, follow-up inspections, and employee complaints

Answer: B

NEW QUESTION # 47
An organization offers severance packages to a number of employees at the same location. One gender group receives more favorable benefits than the other. Which course of action is most appropriate?

- A. No action needs to be taken as severance packages can legally have different terms and conditions
- B. Compare the severance packages to determine disparate impact
- C. Require the same benefit level be offered to each employee regardless of tenure or position
- D. Include a confidentiality clause prohibiting recipients from sharing information

Answer: B

Explanation:
Offering different severance benefits based on protected categories (like gender) could create a disparate impact claim. The organization should analyze and compare the severance offerings to ensure they do not unintentionally discriminate.
Official Extract:
"Employers must evaluate severance programs for potential disparate impact on protected groups and correct inequities to avoid discrimination claims." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Compliance and Fair Employment Practices)

NEW QUESTION # 48
A receptionist has a need for intermittent leave of absence. Which of the following staffing methods would be most cost-effective to fill the vacancy?

- A. Intern program
- B. Seasonal worker
- C. On-call employee

- D. Full-time transfer

Answer: C

Explanation:
Using an on-call employee provides flexibility and cost efficiency to cover intermittent absences without the commitment of hiring a full-time replacement or seasonal worker. It ensures minimal disruption with lower costs.
Official Extract:
"On-call staffing provides flexible coverage for short-term or intermittent workforce needs, minimizing costs associated with traditional hiring methods." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Flexible Staffing Strategies)

NEW QUESTION # 49
Jane is preparing for an interview process for an open position within her company. Jane has prepared several questions for the interview. In her questions, Jane is careful not to ask all of the following questions, except for which one?

- A. Our hours are from 8 AM to 5 PM. Can you meet this requirement of the position?
- B. How many children do you have?
- C. What's your date of birth?
- D. Where are you from?

Answer: A

NEW QUESTION # 50
You are an HR Professional for your organization and you're preparing your team for a series of interviews.
You want the team to be familiar with the validity types you'll use and encourage in the series of interviews.
During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

- A. Construct-related validity
- B. Predictive validity
- C. Criterion-related validity
- D. Content validity

Answer: A

NEW QUESTION # 51
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