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PHR Certification Exam Questions And Answers 100% Correct

Accounts Payable - Money an organization owes its vendors and suppliers.

Accounts Receivable - Money an organization's customers owe the organization.

Action Plans - Detailed steps a unit, department, or team will take in order to achieve short-term objectives.

Amendment - Modification of the Constitution or a law; modification may be either formal (written) or informal (unwritten).

Assets - Financial, physical, and sometimes intangible properties an organization owns.

Balance Sheet - Statement of a firm's financial position at a particular time.

Balanced scorecard - Measurement approach that provides an overall picture of an organization's performance as measured against goals in finance, customers, internal business processes, and learning and growth.

Bill - Proposal presented to a legislative body for possible enactment as a law.

Break-even analysis - Analysis that shows point in time at which total revenue associated with a program is equal to the total cost of the program.

Business Case - Description of an organizational challenge and possible alternative solutions, arguing for specific solution.

Capacity - To an operations department, the ability to yield output.

Cash flow statement - Record of how much cash is flowing into and out of an organization, including its sources or destinations.

Centralization - Degree to which decision-making authority is restricted to higher levels of management in an organization.

Code of ethics - Principles of conduct within an organization that guide decision making and behavior.

Consumer price index - Measure of the average change over time in the prices paid by consumers for goods and services.

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The PHR Exam is meant for HR professionals who are in the early to mid-stages of their career. Professional in Human Resources certification reflects the knowledge and skills required to perform the operational and tactical aspects of HR management. PHR exam covers a wide range of topics including talent acquisition and retention, employee engagement, compensation and benefits, legal and regulatory compliance, and performance management. Passing the PHR Exam demonstrates a level of professionalism and expertise that is highly valued by employers.

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HRCI Professional in Human Resources Sample Questions (Q109-Q114):

NEW QUESTION # 109

The first step in reducing cyber liability is by:

- A. Granting specific tiers of access
- **B. Developing an acceptable use policy**
- C. Terminating employees in violation
- D. Signing a confidentiality agreement

Answer: B

Explanation:

The first proactive step in reducing cyber liability is to develop an acceptable use policy. This policy clearly outlines what constitutes acceptable and prohibited behavior regarding company networks, systems, and data, helping to prevent security breaches before they happen.

Official Extract:

"Implementing an acceptable use policy is essential to mitigate cyber risks by informing employees about appropriate use of company systems and safeguarding sensitive information." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Cybersecurity Risk Management)

NEW QUESTION # 110

Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Fair Labor Standards Act (FLSA)
- B. Employee Retirement Income Security Act (ERISA)
- C. Occupational Safety and Health Administration (OSHA)
- **D. Federal Insurance Contributions Act (FICA)**

Answer: D

NEW QUESTION # 111

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. Which OSHA form is used to cover the what, how, when, where, and who or work-related injuries?

- A. Form 301
- B. Form 3165
- **C. Form 300**
- D. Form 300A

Answer: C

NEW QUESTION # 112

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

Answer: C

NEW QUESTION # 113

A primary advantage to using employee candidate referrals is that it:

- A. Tends to create a homogeneous workforce.
- B. Requires retraining of self-directed work teams.
- C. Increases competition among employees.
- D. Improves the employee retention rate greatly.

Answer: D

Explanation:

Candidate referrals generally increase retention rates because referred candidates tend to better understand the culture, have more realistic expectations, and feel more connected. However, employers must also be cautious about inadvertently limiting diversity.

Official Extract:

"Employee referral programs improve retention metrics due to pre-existing cultural alignment and realistic job previews, often reducing turnover rates and onboarding time." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Recruitment Strategies)

NEW QUESTION # 114

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