

Types Of HRCI PHR Exam Practice Test Questions

PHR 2018- HRCI Practice Test I,
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A primary step in developing an employee's ability to make ethical decisions is: - ✓✓-Identifying ethical issues employees encounter

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

The culture of an organization is most impacted by: - ✓✓-The behavior of its leaders

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

What is the first step in developing an organization's HR budget? - ✓✓-Understanding the organization's goals and priorities

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The benefits of earning a PHR certification are numerous. It demonstrates a commitment to the HR profession and can lead to career advancement and higher salaries. It also enhances credibility and recognition among peers and employers. Additionally, PHR certification holders have access to a network of HR professionals and resources, including exclusive job boards and career development opportunities.

The Human Resource Certification Institute, also known as HRCI, is a highly-respected certifying body that offers various certification programs related to human resources management. Amongst these, the PHR (Professional in Human Resources) certification holds prominence and carries immense prestige in the HR industry. Professional in Human Resources certification validates the professional's mastery of HR practices and serves as a hallmark of their ability to plan, execute, and deliver HR initiatives effectively.

>> PHR Key Concepts <<

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HRCI Professional in Human Resources Sample Questions (Q105-Q110):

NEW QUESTION # 105

During the organization of a union, it's possible that the union will gain recognition from the management.

The management is then obliged to give the NLRB a list of employees who are eligible to vote in the unionization election. What is the name of the list of such employees called?

- A. Constituent List
- B. Union prospectus List
- **C. Excelsior List**
- D. Candidate List

Answer: C

NEW QUESTION # 106

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

- A. Davis-Bacon Act
- **B. Walsh-Healey Public Contracts Act**
- C. Portal-to-Portal Act
- D. Fair Labor Standards Act

Answer: B

NEW QUESTION # 107

John is the HR Professional for his organization. He is interviewing Sally for a sales position and he has asked Sally to provide an instance of how she worked with a tough customer in the past, how Sally resolved the situation, and what the outcome of the experience was. This is what type of interviewing technique?

- **A. Behavior-based interview**
- B. Stress interview
- C. Directive interview
- D. Prescreen interview

Answer: A

NEW QUESTION # 108

The Taft-Hartley Act, also known as the Labor Management Relations Act, addressed unions and engaged in certain types of secondary boycotts. What is a secondary boycott?

- **A. It is an effort to convince others to stop doing business with a particular organization that is the subject of a primary boycott.**
- B. It is two or more boycotts by two or more union-backed organizations against one company.
- C. It is additional boycotts against companies that do business with a company which the union is boycotting.
- D. It is an effort to create more than one boycott on an organization, on two or more revenue streams.

Answer: A

NEW QUESTION # 109

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the Regents of the University of California versus Bakke lawsuit primarily accomplish?

- A. Universities could not hire a person based solely on their race.
- B. Universities could not use race as a reason to not hire a person, but could use race as a reason to hire a person.
- C. Universities could not use race as a reason to include or to exclude a person from a college admissions program.
- D. Universities could not use race as the reason to exclude an applicant to a college admissions program, but the university could use race as one of the reasons to include a person as an applicant to a college admissions program.

Answer: D

NEW QUESTION # 110

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