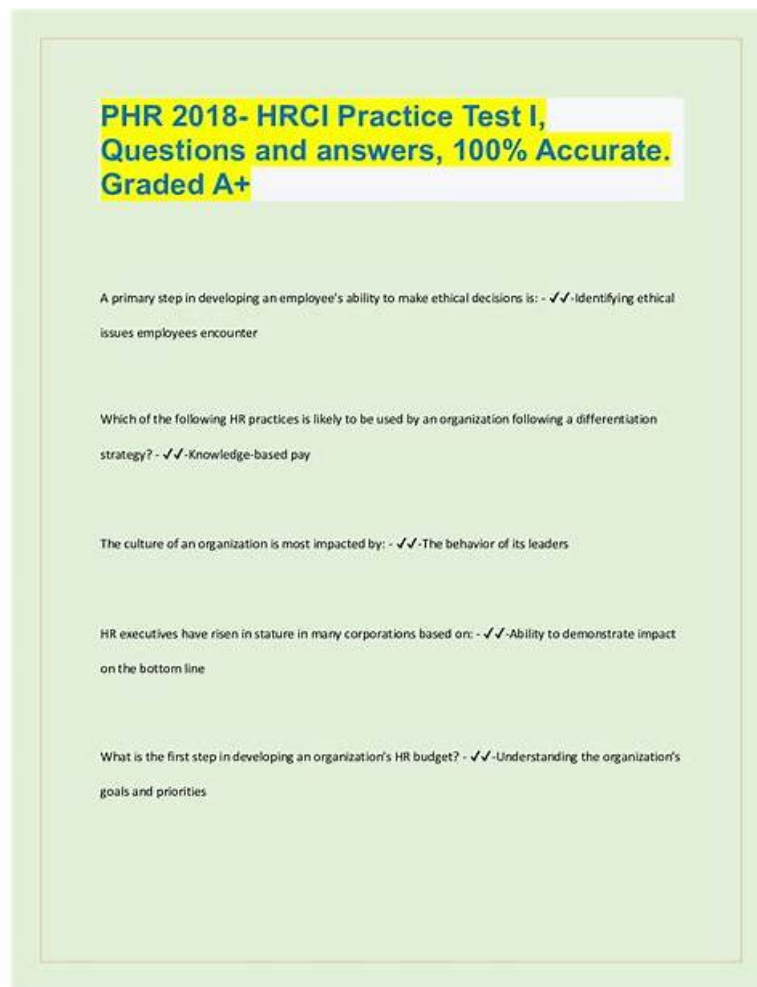


Types Of HRCI PHR Exam Practice Test Questions



BONUS!!! Download part of TestPassKing PHR dumps for free: https://drive.google.com/open?id=1OMTkbgTY_3HyglNe2PzjM9QGL5qx-drs

Once you learn all PHR questions and answers in the study guide, try TestPassKing's innovative testing engine for exam like PHR practice tests. These tests are made on the pattern of the HRCI real exam and thus remain helpful not only for the purpose of revision but also to know the real exam scenario. To ensure excellent score in the exam, TestPassKing's braindumps are the real feast for all exam candidates. They contain questions and answers on all the core points of your exam syllabus. Most of these questions are likely to appear in the PHR Real Exam.

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 <<

HRCI PHR Exam Questions are Real and Recommended By Experts

From TestPassKing website you can free download part of TestPassKing's latest HRCI certification PHR exam practice questions and answers as a free try, and it will not let you down. TestPassKing latest HRCI certification PHR exam practice questions and answers and real exam questions is very close. You may have also seen on other sites related training materials, but will find their Source TestPassKing of you carefully compare. The TestPassKing provide more comprehensive information, including the current exam questions, with their wealth of experience and knowledge by TestPassKing team of experts to come up against HRCI Certification PHR Exam

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

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?

- Answer: D**

• • • • •

What's more, part of that TestPassKing PHR dumps now are free: https://drive.google.com/open?id=1OMTkbGTY_3HydNe2PziM9OGL5qx-drs