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To be eligible for the PHR certification, candidates must have a minimum of two years of professional HR experience. PHR exam covers a range of HR topics, including talent acquisition and management, employee relations and communication, compensation and benefits, HR technology and analytics, and business strategy. PHR exam is computer-based and consists of 150 multiple-choice questions, which must be completed within three hours. Candidates who pass the exam earn the PHR credential, which is valid for three years. To maintain their certification, PHR professionals must earn 60 recertification credits during this period.

Obtaining a PHR Certification can provide a number of benefits for HR professionals, including increased job opportunities, higher salaries, and greater credibility and recognition in the industry. Additionally, the certification can help HR professionals stay up-to-date on the latest trends and developments in the field, and demonstrate their commitment to ongoing professional development and growth. Overall, the HRCI PHR Exam is a valuable credential for anyone looking to advance their career in human resources.

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The field of information technology has seen multiple advancements lately. Reputed companies around the globe have set the Professional in Human Resources PHR certification as criteria for multiple well-paid job roles. Only PHR certified will easily get high-paying posts in popular companies. Additionally, a HRCI PHR Certification holder can climb the career ladder and get promotions within the current organization.

The Professional in Human Resources (PHR) Certification Exam is a credentialing program that validates the knowledge and skills of professionals in the field of human resources. PHR exam is designed to assess the competency and proficiency of HR professionals in various areas such as talent acquisition, employee relations, benefits administration, and compliance. The PHR Certification Exam is administered by the Human Resource Certification Institute (HRCI), an independent organization dedicated to promoting excellence in the HR profession.

HRCI Professional in Human Resources Sample Questions (Q66-Q71):

NEW QUESTION # 66

Henry is the HR Professional for his organization and he's discussing the status of Amy's employment. Amy earns \$87,500 per year and receives a paycheck via direct deposit every two weeks. Amy was hired under the offer of a salary position, but she feels that she is working far more than the agreed 40 hours per week. Based on these scenarios, do you believe Amy is exempt or non-exempt?

- A. Amy is exempt because she earns more than \$1,000 per week.
- B. Amy is exempt because she is paid on a salary basis.
- C. Amy is not exempt because she is offered bonuses as part of her pay.
- D. Amy is not exempt because she is working more than ten percent of her total agreed hours per week.

Answer: B

NEW QUESTION # 67

Which of the following is a communication that damages an individual's reputation in the community, preventing them from obtaining employment?

- A. Defamation
- B. Constructive discharge
- C. Duty of loyalty
- D. Gainsharing

Answer: A

NEW QUESTION # 68

All organizations need prevoyance, or planning, as a part of a manager's duty. As an HR Professional what is the primary purpose of planning?

- A. Communicates the direction of the organization
- B. Establishes groundwork for the managers to achieve their goals
- C. Establishes groundwork for the managers to achieve the goals of the organization
- D. Directs the project team and staff to accomplish the project scope

Answer: C

NEW QUESTION # 69

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts exempted labor unions and agricultural organizations from The Sherman Antitrust Act?

- A. The Clayton Act
- B. The Railway Labor Act

- C. The National Labor Relations Act
- D. The National Industrial Recovery Act

Answer: A

NEW QUESTION # 70

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. What is the zipper clause in regard to negotiations?

- A. Management is locked out of union meetings.
- B. Items in a management-union contract are "zipped" closed, once the agreement is signed by both parties.
- C. Items in a management-union contract can be "zipped" open and closed as often as necessary.
- D. Management and union representations are locked out of union employee meetings.

Answer: B

NEW QUESTION # 71

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