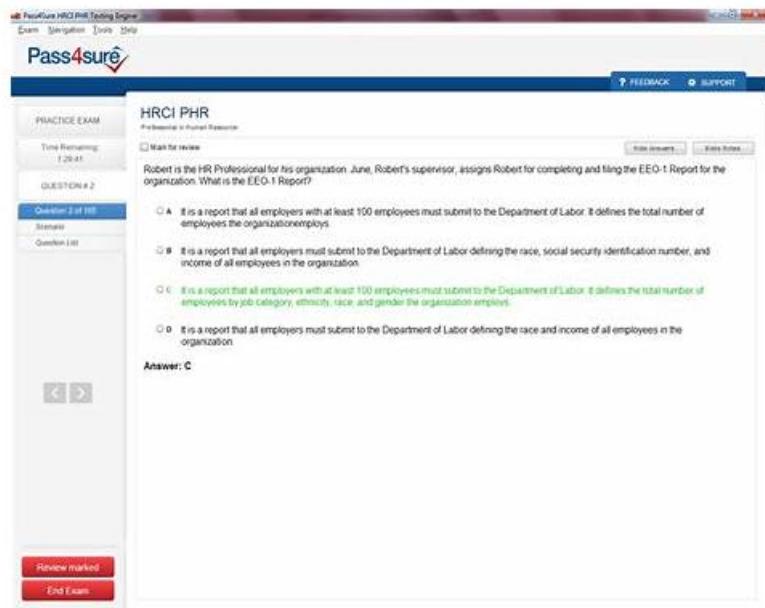


# Pass-Sure HRCI - PHR - Professional in Human Resources Valid Test Answers



The screenshot shows a computer interface for a practice exam. The title bar says "Pass4sure HRCI PHR Testing Engine". The main area is titled "HRCI PHR Professional in Human Resources". A question is displayed: "Robert is the HR Professional for his organization. June, Robert's supervisor, assigns Robert for completing and filing the EEO-1 Report for the organization. What is the EEO-1 Report?" Below the question are four multiple-choice options (A, B, C, D) with radio buttons. Option C is selected. The text for option C is: "C It is a report that all employers with at least 100 employees must submit to the Department of Labor. It defines the total number of employees the organization employs." At the bottom of the question area, it says "Answer: C". Below the question area, there are navigation buttons (back, forward, search, etc.) and two red buttons: "Review marked" and "End Exam".

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PassTorrent is one of the leading best platforms that have been offering valid, verified, and updated HRCI Exam Questions for many years. Over this long time period, countless PHR exam candidates have passed their PHR Exam. They all got help from real and valid Pass Torrent Professional in Human Resources (PHR) practice questions and prepared well for the final HRCI exam.

HRCI PHR (Professional in Human Resources) Exam is a certification exam that is designed to measure an individual's knowledge and skills in the field of human resources. Professional in Human Resources certification is globally recognized and is respected by employers in various industries. The PHR certification demonstrates that an individual has achieved a high level of proficiency in the core areas of human resources, including employee relations, compensation and benefits, HR development and planning, and risk management.

The PHR certification demonstrates the knowledge and skills required to deliver HR services effectively. PHR exam covers various topics such as business management, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management. The PHR Certification helps HR professionals to enhance their credibility, demonstrate their commitment to the HR profession, and advance their careers.

## Conclusion

Clearly, every preparation method depends on the needs and preferences of a person. So, it's suggested that you don't limit yourself with the above-mentioned materials, though it's highly advisable that you choose at least one of the training courses listed. If you have completed one, try other tools and resources that are intended to enhance your knowledge of the core HR principles, together with the main objectives of the PHR exam content.

**>> PHR Valid Test Answers <<**

## PHR Reliable Dump - PHR Question Explanations

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offer great flexibility and mobility for our customers. That's the reason why you should choose us.

## **HRCI Professional in Human Resources Sample Questions (Q28-Q33):**

### **NEW QUESTION # 28**

Your organization is using the whole job ranking technique as part of its non-quantitative job evaluation. Which one of the following best describes the whole job ranking technique?

- A. Jobs are ranked from lowest to highest according to the importance that each job holds.
- B. Jobs are reviewed based on the entire performance of the organization in each category.
- C. Jobs are categorized into broad categories or levels.
- D. New jobs are categorized into an existing hierarchy of jobs within the organization.

**Answer: A**

### **NEW QUESTION # 29**

Which of the following recruitment sources should be eliminated as the most significant cost-saving measure?

- A. Career fairs
- B. Employee referrals
- C. Internal postings
- D. Staffing agencies

**Answer: D**

Explanation:

Staffing agencies typically charge high fees (20-30% of an employee's annual salary) for placements.

Eliminating agency use can save significant recruiting costs, making it a major cost-saving measure if feasible.

Official Extract:

"Reducing reliance on external agencies helps lower recruitment costs significantly, especially when internal sourcing strategies can fill roles effectively." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Recruitment Cost Management)

### **NEW QUESTION # 30**

Which of the following are types of training evaluation? Each correct answer represents a complete solution. Choose all that apply.

- A. Behavior
- B. Reaction
- C. Learning
- D. Testing
- E. Results

**Answer: A,B,C,E**

### **NEW QUESTION # 31**

Which of the following is the most common way the security of personnel files is breached?

- A. Cleaning staff recover data from the trash.
- B. HRIS employees access online records.
- C. Disgruntled HR staff take records home with them
- D. Employees look at paper files left on a desk.

**Answer: D**

Explanation:

Leaving confidential employee information unsecured - such as paper files left on desks - is the most common breach of personnel file security. Even innocent access by unauthorized employees can lead to privacy violations under HIPAA and confidentiality policies.

## Official Extract:

"Physical security protocols must be enforced to protect paper-based employee records. Common breaches occur when documents are left unattended in open office spaces, resulting in unauthorized viewing." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Data Privacy and Security)

## NEW QUESTION # 32

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A. This is an example of a violation of the Title VII of the Civil Rights Act of 1964
- B. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company
- C. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- D. This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964

**Answer: D**

## NEW QUESTION # 33

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