

# 完成的PHR熱門考古題 & 保證HRCI PHR考試成功 & 高質量的PHR更新



BONUS!!! 免費下載VCESoft PHR考試題庫的完整版: <https://drive.google.com/open?id=18Bc4IWJH-0bQykOnIpedU1VoJNEEFXq>

在人才濟濟的二十一世紀，專業HRCI人才卻不是很多，社會需要大量的在專業HRCI人才。如今檢驗人才能力的辦法之一就是PHR認證考試，但是PHR認證考試不是很容易通過的。一般參加認證考試的人都會選擇針對性的培訓課程，所以選擇一個好的培訓課程就是成功的保障。VCESoft的培訓課程有很高的品質。VCESoft的練習和真實考試試題有95%的很相似性。如果你使用了VCESoft提供的練習題做測試，你可以100%通過你第一次參加的PHR認證考試。

獲得PHR認證可以成為人力資源專業人員提升職業生涯的一個很好的方式。它向雇主和同事展示他們對這一領域有深入的了解，並致力於了解最新趨勢和最佳實踐。此外，許多組織在填補人力資源職位時要求或優先考慮持有HRCI認證的候選人。總的來說，PHR認證對於希望將職業生涯提升到更高水平的人力資源專業人士來說是一個有價值的投資。

>> PHR熱門考古題 <<

## PHR更新 & PHR真題材料

HRCI PHR 認證考試是一個檢驗IT專業知識的認證考試。VCESoft是個能幫你快速通過HRCI PHR 認證考試的網站，很多參加HRCI PHR 認證考試的人花費大量的時間和精力，或者花錢報補習班，都是為了通過HRCI PHR 認證考試。VCESoft可以讓你不需要花費那麼多時間，金錢和精力，VCESoft會為你提供針對性訓練來準備HRCI PHR認證考試，僅需大約20個小時你就能通過考試。

## 最新的 HRCI Certifications PHR 免費考試真題 (Q34-Q39):

### 問題 #34

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.**

答案: D

### 問題 #35

Your organization has decided to close one of the manufacturing plants, where it employs 250 employees. The closing is not a

reflection of the employee's performance, but due to poor sales of the equipment the plant produces. What is the employer required to do for the employees in light of the plant closing?

- A. Offer the employees an opportunity to resign from their position with two week severance pay.
- B. Offer the employees a final performance assessment.
- **C. Offer a written notice of the plant closing at least 60 days prior to the closing date.**
- D. Offer the employees a transfer to other plants that will remain open.

答案： C

#### 問題 #36

You are the HR Professional for your organization and you have been asked to hire a project manager.

The average market salary for the project management position, you have available is \$87,500. Which one of the following salaries would be indicative of lagging the market?

- A. \$88,000
- **B. \$79,000**
- C. \$87,500
- D. \$101,000

答案： B

#### 問題 #37

John's organization has collected several applications for an employment position within his organization. The data collected from these applications must be kept secure and private, especially in light of the Privacy Act of what year?

- **A. 0**
- B. 1
- C. 2
- D. 3

答案： A

#### 問題 #38

Robert is the HR Professional for a construction company. He's working with several site managers to communicate the requirements of OSHA reporting. Robert wants to convey the requirements of OSHA's reporting for work-related injuries. Which one of the following is the OSHA definition of a work-related injury?

- A. Any pain, suffering, or damage to a person as a result of working in an employee position.
- B. Any physical damage to one's body resulting from an event in the work environment.
- **C. Any wound or damage to the body resulting from an event in the work environment.**
- D. Any loss of life or limb resulting from an event in the work environment.

答案： C

#### 問題 #39

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通過PHR認證考試好像是一件很難的事情。已經報名參加考試的你，現在正在煩惱應該怎麼準備考試嗎？如果是這樣的話，請看下面的內容，我現在告訴你通過PHR考試的捷徑。可以讓你一次就通過考試的優秀的PHR考試資料出現了。它就是VCESoft的PHR考古題。如果你想輕鬆通過考試，那麼快來試試吧。

**PHR更新:** <https://www.vcesoft.com/PHR-pdf.html>

此外，VCESoft提供的所有考古題都是最新的，其中PDF版本的PHR題庫支持打打印，方便攜帶，現在就來添加我們最新的PHR考古題，了解更多的考試資訊吧，HRCI PHR熱門考古題 現在世界上有很多 IT人才，IT行業競爭激烈，這個免費的PHR培訓資料是我們完整的所售PHR培訓資料的一小部分，通過這個樣版相信您會看出我們培訓

