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Different with other similar education platforms on the internet, the Professional in Human Resources guide torrent has a high hit rate, in the past, according to data from the students' learning to use the PHR test torrent, 99% of these students can pass the qualification test and acquire the qualification of their yearning, this powerfully shows that the information provided by the PHR study tool suit every key points perfectly, targeted training students a series of patterns and problem solving related routines, and let students answer up to similar topic. It may say, the PHR Test Torrent can let users in a short time, accurately grasp the proposition trend of each year, doing all effects in the process of the difficulties in the hot, user's weak link and targeted training, and exercise the user's solving problem ability, eventually achieve the objectives of the pass Professional in Human Resources qualification test.

To be eligible to take the PHR Exam, candidates must have at least two years of professional-level human resource experience, or a combination of education and experience. The HRCI also offers an alternative path to eligibility for those who do not meet the experience requirement, but have a graduate degree in human resources or a related field.

HRCI Professional in Human Resources Sample Questions (Q73-Q78):

NEW QUESTION # 73

Your organization has created an affirmative action plan which includes an internal audit and reporting system. According to the Department of Labor there are four actions which should be included in the internal audit and reporting system to be effective. Which

of the following is not one of the Department of Labor recommended actions for the internal audit and reporting system?

- A. Require internal reporting on a schedule basis as to the degree to which equal employment opportunity and organizational objectives are attained.
- **B. Post the findings of the internal audit and reporting system for all employees to review.**
- C. Review report resources with all levels of management.
- D. Monitor records of all personnel activity at all levels to ensure that nondiscriminatory policy is enforced.

Answer: B

NEW QUESTION # 74

(Enter the answer as a numeric value.)

When determining if Worker Adjustment and Retraining Notification (WARN) applies to an organization's layoff plan, employers may exclude in their headcount employees who work fewer than an average of _____ hour(s) per week.

Answer:

Explanation:

20

Explanation:

Under the WARN Act, employees who work fewer than 20 hours per week are considered part-time and are excluded from the 50-employee threshold required to trigger WARN Act notices. Official Extract: "Part-time employees (those who work fewer than 20 hours per week) are excluded when determining whether an employer meets the 100-employee threshold under the WARN Act." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, WARN Act Compliance)

NEW QUESTION # 75

As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily visible to employees. What OSHA poster lists each of the employee's rights?

- **A. OSHA 3165 poster**
- B. OSHA 5613 poster
- C. OSHA 5131 poster
- D. OSHA 3615 poster

Answer: A

NEW QUESTION # 76

Amy is a sales person for your company and she earns her pay based on commission. Amy's pay is known as variable pay or what other term?

- A. Commission only
- B. Base pay
- **C. At risk pay**
- D. Fixed pay

Answer: C

NEW QUESTION # 77

To manage an employee engagement survey effectively, the most important factor is to:

- A. Use focus groups to collect data
- **B. Take action on the final results**
- C. Update the questions regularly
- D. Mandate employee participation

Answer: B

Explanation:

The most critical factor for successful employee engagement surveys is to take visible action based on the results. If employees see no follow-up after providing feedback, trust and participation decline sharply in future surveys.

Official Extract:

"Actioning survey results is critical to maintaining credibility, demonstrating responsiveness, and driving continuous improvement based on employee feedback." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Survey Feedback and Action Planning)

NEW QUESTION # 78

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