

# How Can You Successfully Get the Quality HRCI PHR Exam Questions?



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All contents of PHR training prep are made by elites in this area rather than being fudged by laymen. Let along the reasonable prices of our PHR exam materials which attracted tens of thousands of exam candidates mesmerized by their efficiency by proficient helpers of our company. Any difficult posers will be solved by our PHR Quiz guide. And we have free demos of our PHR study braindumps for you to try before purchase.

## How to study the PHR Certification Exam

There are two main types of resources for preparation of certification exams first there are the study guides and books that are detailed and suitable for building knowledge from ground up then there are video tutorials and lectures that can somehow ease the pain of through study and are comparatively less boring for some candidates yet these demand time and concentration from the learner. Smart Candidates who want to build a solid foundation in all exam topics and related technologies usually combine video lectures with study guides to reap the benefits of both but there is one crucial preparation tool as often overlooked by most candidates the practice exams. Practice exams are built to make students comfortable with the real exam environment. Statistics have shown that most students fail not due to that preparation but due to exam anxiety the fear of the unknown. PassLeader expert team recommends you to prepare some notes on these topics along with it don't forget to practice **PHR exam dumps** which had been written by our expert team, Both these will help you a lot to clear this exam with good marks.

HRCI PHR (Professional in Human Resources) Certification Exam is a globally recognized certification program for HR professionals. It is designed to test and validate the knowledge and skills of individuals in the field of human resources. The PHR certification is considered the gold standard in the industry and is highly valued by employers worldwide.

## PHR Guide Dumps and PHR Real Test Study Guide - PassLeader

Preparing for the Professional in Human Resources (PHR) certification test can be a difficult task for candidates. They often face several challenges during their preparation for the Professional in Human Resources (PHR) exam, including fear, lack of updated PHR Exam Dumps, and time constraints. Fortunately, there is a solution to these challenges. PassLeader is a reliable website that provides genuine and updated PHR Practice Test.

HRCI PHR Certification is a valuable credential for HR professionals who want to advance their careers and demonstrate their expertise in the field. It is an exam that covers a broad range of HR topics, and it is only available to individuals who meet certain eligibility requirements. By earning this certification, individuals can improve their job prospects, increase their earning potential, and gain professional recognition in the HR field.

### HRCI Professional in Human Resources Sample Questions (Q56-Q61):

#### NEW QUESTION # 56

Validity is an important part of the interview process. All HR Professionals should recognize validity through the interview process. Which one of the following is not one of the four types of validity?

- A. Content validity
- B. Professional validity
- C. Construct validity
- D. Predictive validity

**Answer: B**

#### NEW QUESTION # 57

The Americans with Disabilities Act of 1990 identifies an individual with a disability, as a person who has one or more of the following characteristics except for which one?

- A. Is regarded as having such impairment that substantially limits one or more major life activities
- B. Has a physical or mental impairment that substantially limits one or more major life activities
- C. Has a record of such impairment that substantially limits one or more major life activities
- D. Is believed by employers that an individual having a physical or mental impairment substantially limits one or more major employment activities

**Answer: D**

#### NEW QUESTION # 58

Your organization has a retirement benefits plan that is covered by ERISA. Under ERISA, which of the following is your organization required to do for the plan participants?

- A. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at a cost of no more than \$7 per participant, per year.
- B. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no more than \$7 per participant, per month.
- C. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
- D. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no cost.

**Answer: C**

#### NEW QUESTION # 59

You are an HR Professional for your organization and you're preparing your team for a series of interviews.

You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

- A. Content validity
- B. Predictive validity
- C. Construct-related validity
- D. Criterion-related validity

**Answer: C**

#### NEW QUESTION # 60

It is legal to deduct money from an exempt employee's paycheck for which of the following reasons? (Select TWO options.)

- A. Social Security (US) withholding
- B. Pending litigation costs
- C. Replacing broken equipment
- D. Court-ordered child support
- E. Habitual tardiness

**Answer: A,D**

Explanation:

Legally, deductions like Social Security and court-ordered child support are permissible under wage and hour laws. Unauthorized deductions could risk jeopardizing the employee's exempt status under FLSA.

Official Extract:

"Mandatory deductions such as taxes and court-ordered garnishments are lawful and do not affect an employee's exempt status under the FLSA." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Payroll Compliance)

#### NEW QUESTION # 61

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