

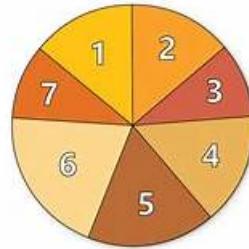
# Pdf PHR Pass Leader - PHR Exam Simulator Free

## PHR Exam Outline

Content Areas	Percentage of Examination
1. Business Management	14%
2. Workforce Planning and Talent Acquisition	14%
3. Learning and Development	10%
4. Total Rewards	15%
5. Employee Engagement	17%
6. Employee and Labor Relations	20%
7. HR Information Management	10%

Mometrix Test Preparation

**Time limit:** 2 hours  
**Total questions:** 115  
**Question format:** Multiple-choice  
**Delivery format:** Computer-delivered



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As is known to all, PHR practice test simulation plays an important part in the success of exams. By simulation, you can get the hang of the situation of the real exam with the help of our free demo of PHR exam questions. Just as an old saying goes, knowing the enemy and yourself, you can fight a hundred battles with no danger of defeat. Simulation of our PHR Training Materials make it possible to have a clear understanding of what your strong points and weak points are and at the same time, you can learn comprehensively about the PHR exam and pass it easily.

The PHR certification exam covers a wide range of HR topics, including talent acquisition and retention, employee relations, benefits and compensation, HR development, and risk management. PHR exam is designed to evaluate a candidate's knowledge, skills, and abilities in these areas. Candidates must pass PHR exam to earn their PHR certification.

Achieving the HRCI PHR Certification is a significant accomplishment for any HR professional. It demonstrates a commitment to ongoing education and professional development, as well as a deep understanding of the complex and ever-changing field of human resources. Certification can also lead to increased job opportunities, higher salaries, and greater respect within the industry. For these reasons, the HRCI PHR Certification Exam is a highly recommended step for anyone looking to advance their career in HR.

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## PHR Exam Simulator Free, Exam PHR Tutorial

In modern time, new ideas and knowledge continue to emerge, our PHR training prep has always been keeping up with the trend. Besides, they are accessible to both novice and experienced customers equally. Some customer complained to and worried that the former PHR training prep is not suitable to the new test, which is wrong because we keep the new content into the PHR practice materials by experts.

## HRCI Professional in Human Resources Sample Questions (Q36-Q41):

NEW QUESTION # 36

Lucas has asked his manager to take time off from work because of a holiday his religion celebrates. Fran agrees but tells Lucas that he will be inspecting his project work to ensure that the work is accurate and not suffering because of the requested time off. This is an example of what?

- A. Quality control
- B. Perpetuating past discrimination
- C. Religious persecution in the workforce
- D. **Disparate treatment**

**Answer: D**

Explanation:

Explanation

#### **NEW QUESTION # 37**

Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. **Title VII of the Civil Rights Act of 1964**
- B. ADA and Rehabilitation Act of 2008
- C. Fair Labor Standards Act of 1958
- D. ADEA of 1967

**Answer: A**

#### **NEW QUESTION # 38**

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 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
- B. Universities could not hire a person based solely on their race.
- 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 a reason to not hire a person, but could use race as a reason to hire a person.

**Answer: A**

#### **NEW QUESTION # 39**

Beth is a HR Professional for her organization and she's discussing the risk of growing her organization's business. What is risk and why would it be considered in HR for organizational growth?

- A. **Risk is an uncertain event or condition that may help or hinder an organization. Adding employees can help positive risks or amplify negative risk events.**
- B. Risk is an adverse event that can halt, hinder, or hurt the objectives of a business.
- C. Risk is a negative event that an organization must consider when adding new employees to grow a company.
- D. Risk is an uncertain event or condition that can have a positive or negative effect on the goals of an organization.

**Answer: A**

#### **NEW QUESTION # 40**

As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the legal case, the United Steelworkers of America versus Weber regard?

- A. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from using racial criteria as a method to determine workplace advancement.
- B. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring women and minorities.

- C. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring minorities, but could do gender based favor.
- D. The United States Supreme Court held that the Civil Rights Act of 1964 did not bar employers from favoring women and minorities.

**Answer: D**

## NEW QUESTION # 41

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