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The Professional in Human Resources (PHR) web-based practice test works on all major browsers such as Safari, Chrome, MS Edge, Opera, IE, and Firefox. Users do not have to install any excessive software because this PHR practice test is web-based. It can be accessed through any operating system like Windows, Linux, iOS, Android, or Mac. Another format of the practice test is the desktop software. It works offline only on Windows. Our Professional in Human Resources (PHR) desktop-based practice exam software comes with all specifications of the web-based version.

HRCI PHR certification exam is a computer-based test that is administered at Pearson VUE testing centers. PHR exam consists of 150 multiple-choice questions, and candidates have three hours to complete the exam. The passing score for the PHR certification exam is 500 out of a possible 800 points. Candidates who pass the exam are awarded the PHR certification and are recognized as experts in the HR field.

The PHR certification exam tests the practitioners' knowledge and ability to apply HR principles to real-life HR scenarios. PHR Exam is comprehensive, covering vital HR areas such as talent acquisition, employee relations, compensation and benefits, and HR development and strategy. The PHR exam tests the professional's concepts and practical knowledge, analyzing their application in HR practices while providing a valuable assessment of the individual's specific skill set.

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Cert PHR Guide & Exam PHR Assessment

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Passing the HRCI PHR exam is a significant achievement for HR professionals, as it demonstrates their expertise and commitment to the field. Certified PHR professionals have a competitive edge in the job market, as employers often prefer to hire HR professionals who have demonstrated their knowledge and skills through certification. Moreover, the PHR Certification is recognized globally and can open up opportunities for HR professionals to advance their careers in a variety of industries and organizations.

HRCI Professional in Human Resources Sample Questions (Q23-Q28):

NEW QUESTION # 23
Your organization offers an employees' retirement benefit program that is covered by the Employee Retirement Income Security Act of 1974. The administrative responsibility for enforcement of the Employee Retirement Income Security Act of 1974 is divided among three government agencies. Which one of the following is not a government agency that helps to enforce ERISA?

- A. Pension Benefit Guaranty Corporation
- B. IRS
- C. FDIC
- D. Department of Labor

Answer: C

NEW QUESTION # 24
An organization is developing a formal onboarding program for all nonexempt employees. The program will begin with a full-day orientation facilitated by HR. Each employee will then be assigned a mentor for their first 90 days and provided a voluntary one-hour online presentation that can be viewed at home.
This new onboarding program will primarily impact the organization's bottom line by:

- A. Reducing losses due to improved training
- B. Increasing production from greater efficiencies
- C. Minimizing errors in budget forecasting
- D. Saving costs through lower attrition rates

Answer: D

Explanation:
An effective onboarding program significantly improves employee retention by helping employees acclimate to the organization and feel supported early in their tenure. Lower turnover (attrition) directly saves costs associated with recruiting, hiring, and training replacements.
Official Extract:
"Effective onboarding programs help reduce early turnover, increase employee engagement, and save costs associated with replacing employees who leave prematurely." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Onboarding and Retention Strategies)

NEW QUESTION # 25
Your organization has a no-solicitation rule in effect for all employees. How does this rule affect the internal organization of unions?

- A. Unions can only solicit for members with the managements approval, when there's a no-solicitation rule in effect.
- B. Unions can solicit for membership with the permission of more than 30 percent of the organization.
- C. Unions cannot solicit for membership when there's a no-solicitation rule in an organization.
- D. Unions are exempted from no-solicitation rules.

Answer: C

NEW QUESTION # 26
Which of the following are narrative methods of appraisal that require managers to describe the employee's performance? Each correct answer represents a complete solution. Choose three.

- A. Critical incident review
- B. Daily review
- C. Essay review
- D. Field review

Answer: A,C,D

NEW QUESTION # 27
Which of the following is an unstructured learning approach to stay updated on HR and business trends?

- A. Enrolling in college and university courses
- B. Participating in certification programs
- C. Reading magazines, journals, and newsletters
- D. Attending professional conferences and seminars

Answer: C

Explanation:
Reading magazines, journals, and newsletters is considered an unstructured and informal learning method, allowing professionals to stay current without following a fixed curriculum.
Official Extract:
"Self-directed reading of professional literature provides informal learning opportunities to remain updated on HR and business developments." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Informal Learning Methods)

NEW QUESTION # 28
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