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HRCI PHR (Professional in Human Resources) Exam is a certification exam designed for human resource professionals who want to demonstrate their knowledge, skills, and abilities in the field of HR. PHR exam is administered by the HR Certification Institute (HRCI), a globally recognized organization that offers certifications for HR professionals. The PHR Exam is one of the most sought-after certifications in the HR industry and is recognized by employers worldwide.

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HRCI Professional in Human Resources Sample Questions (Q70-Q75):

NEW QUESTION # 70

The employee's 401(k) benefits will:

- A. Pause during the full period of active duty

- B. Be taxable once active duty commences
- C. Continue vesting for the full period of active duty

Answer: C

Explanation:

Under USERRA, employees' vesting in pension plans, including 401(k), must continue during military service as if they had remained continuously employed. No break in service occurs for vesting purposes.

Official Extract:

"An employee's military leave must not result in a loss of pension or retirement plan benefits, including vesting, as if continuously employed." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Pension and Retirement Protections under USERRA)

NEW QUESTION # 71

An example of a central tendency error during the performance evaluation process occurs when a manager rates all employees:

- A. Based on their most recent performance.
- B. Based on first impressions.
- C. According to their previous evaluation.
- D. As meeting expectations.

Answer: D

Explanation:

Central tendency error occurs when a manager rates most or all employees as "average" or "meets expectations" to avoid making extreme judgments. It distorts true performance appraisals and hinders meaningful feedback and talent development.

Official Extract:

"Central tendency is a common evaluation bias where supervisors rate all employees near the midpoint of the scale to avoid confrontation or favoritism." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Performance Appraisal Errors)

NEW QUESTION # 72

Jennifer is the HR Professional for her organization. Her supervisor, Dan, has asked Jennifer to find the Compa-ratio for Sam. Sam earns \$40,000 as a mechanic, but the midpoint for a mechanic is actually \$50,000. What is the Compa-ratio for Sam?

- A. 125 percent
- B. \$10,000
- C. -\$10,000
- D. 80 percent

Answer: D

NEW QUESTION # 73

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position. One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A. Disparate impact
- B. Accommodation
- C. Disparate treatment
- D. Perpetuating past discrimination

Answer: C

NEW QUESTION # 74

The management and union are proceeding to an arbitration hearing that will be conducted by an arbitration panel. Which one of the

following best describes the makeup of the arbitration panel?

- A. There are three arbitrators all of whom are randomly selected to serve from a pool of pre-approved management and union arbitrators.
- **B. There are three arbitrators, one selected by the management, one selected by the union, and a neutral arbitrator whom both management and union approve of.**
- C. There are three arbitrators, all of whom are selected by the party not bringing the grievance.
- D. There are three arbitrators all of whom must be approved to participate by the management and the union.

Answer: B

NEW QUESTION # 75

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