

PHR Exam Paper Pdf | Certification PHR Exam

Physical Exam

Basic Information				
First Name Barry	Last Name Barnes	Date of Birth 02.10.1973	Patient Identifier ABC123	Date of Examination 02.13.2023
Physical Examination				
Are the following normal without abnormal features? If abnormal, please describe below				
General Appearance	Ht: 194cm Wt: 220 lbs			
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Examined				
Ear, Nose, Throat				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Examined				
Mouth				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Examined				
Speech				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Examined				
Cardiovascular	78 bpm, BP: 110/70			
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Examined				
Vascular				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Examined				
Lungs and Chest				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Examined				
Abdomen and Viscera (including Hernia)				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Examined				
Lymphatic (Spleen/Lymph Nodes)				
<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not Examined				

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HRCI Professional in Human Resources Sample Questions (Q28-Q33):

NEW QUESTION # 28

A successful succession plan provides helpful information for which of the following HR processes?

- A. Compliance and regulations
- **B. Training and development**
- C. Compensation and benefits
- D. Assessment and appraisal

Answer: B

Explanation:

Succession planning identifies potential future leaders and highlights training and development needs to prepare employees for advancement opportunities, ensuring leadership continuity.

Official Extract:

"Succession plans inform training and development initiatives by identifying gaps in skills and competencies needed for future leadership roles." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Succession Planning and Development)

NEW QUESTION # 29

Jan is the HR Professional for your organization. An employee within the organization has filed a charge with the EEOC that discrimination has been done by your organization against her. The EEOC has investigated the case and has found that there is no reasonable cause against your company. The person filing the charge, however, still believes that discrimination has occurred. How long does this person have, to file a lawsuit against your company?

- **A. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 90 days of the EEOC's findings.**
- B. Once the EEOC has found that there is no reasonable cause, the complainant cannot file a lawsuit to sue.
- C. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 30 days of the EEOC's findings.
- D. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 180 days of the EEOC's findings.

Answer: A

NEW QUESTION # 30

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 not bar employers from favoring women and minorities.**
- B. 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.
- C. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring women and minorities.
- D. 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.

Answer: A

NEW QUESTION # 31

According to the Family and Medical Leave Act (FMLA), eligible employees may take leave to:

- A. Work and train with a therapy animal.
- B. Care for a live-in significant other.
- C. Bond with a recently adopted child.
- D. Take a mother-in-law to chemotherapy.

Answer: C

Explanation:

Under FMLA, eligible employees are entitled to take leave for bonding with a newly born, adopted, or foster child within one year of birth or placement. Care for a mother-in-law is typically not covered unless the individual qualifies as a parent under FMLA definitions.

Official Extract:

"Eligible employees may take FMLA leave for the birth of a child, adoption, foster care placement, or to care for a spouse, child, or parent with a serious health condition." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, FMLA Requirements)

NEW QUESTION # 32

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee. Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Financial control
- B. Behavioral control
- C. Type of relationship
- D. Locale of work performed

Answer: D

NEW QUESTION # 33

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