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The Professional in Human Resources (PHR) certification exam is offered by the Human Resource Certification Institute (HRCI). PHR exam is designed to test the knowledge and skills of HR professionals in a variety of areas, including employment practices, compensation and benefits, employee relations, and legal compliance. The PHR Certification is recognized as a standard of excellence in the field of human resources and is highly valued by employers.

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HRCI Professional in Human Resources Sample Questions (Q99-Q104):

NEW QUESTION # 99

Holly is a senior worker in her organization and she is a member of the union. Her position will be eliminated in sixty days and she will be released from the company. Rather than being unemployed, Holly asks the union to move her to a less senior position and release a junior employee. If the union agrees to this, what will this term be known as?

- A. Bumping
- B. Re-organization
- C. Releasing
- D. Displacement

Answer: A

NEW QUESTION # 100

You are a HR Professional for your organization and you're educating your staff on the Pregnancy Discrimination Act. Which one of the following statements about the Pregnancy Discrimination Act is not true?

- A. An employer is allowed to refuse to hire a pregnant woman because of the imminent time frame of the needed leave to deliver and care for the child.
- B. If an employer provides any benefits to workers on leave, the employer must provide the same benefits for those on leave for pregnancy-related conditions.
- C. Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.
- D. Pregnancy related benefits cannot be limited to married employees.

Answer: A

NEW QUESTION # 101

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address a minimum wage for employees?

- A. Davis-Bacon Act
- B. Fair Labor Standards Act
- C. Walsh-Healey Public Contracts Act
- D. Portal-to-Portal Act

Answer: A

NEW QUESTION # 102

Robert is the HR Professional for his organization. June, Robert's supervisor, assigns Robert for completing and filing the EEO-1 Report for the organization. What is the EEO-1 Report?

- A. It is a report that all employers with at least 100 employees must submit to the Department of Labor. It defines the total number of employees by job category, ethnicity, race, and gender the organization employs.
- B. It is a report that all employers must submit to the Department of Labor defining the race and income of all employees in the organization.
- C. It is a report that all employers must submit to the Department of Labor defining the race, social security identification number, and income of all employees in the organization.
- D. It is a report that all employers with at least 100 employees must submit to the Department of Labor. It defines the total number of employees the organization employs.

Answer: A

NEW QUESTION # 103

Mark is a HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. As Mark creates this document, which one of the following is not required to be in the Affirmative Action Plan?

- A. Compliance Reviews
- B. Designation of Responsibility
- C. Job Group Analysis
- D. Placement Goals

Answer: A

NEW QUESTION # 104

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It is universally accepted that the competition in the labor market has become more and more competitive in the past years. In order to gain some competitive advantages, a growing number of people have tried their best to pass the PHR exam. Because a lot of people hope to get the certification by the related exam, now many leaders of companies prefer to the candidates who have the PHR

Certification. In their opinions, the certification is a best reflection of the candidates' work ability, so more and more leaders of companies start to pay more attention to the PHR certification of these candidates.

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