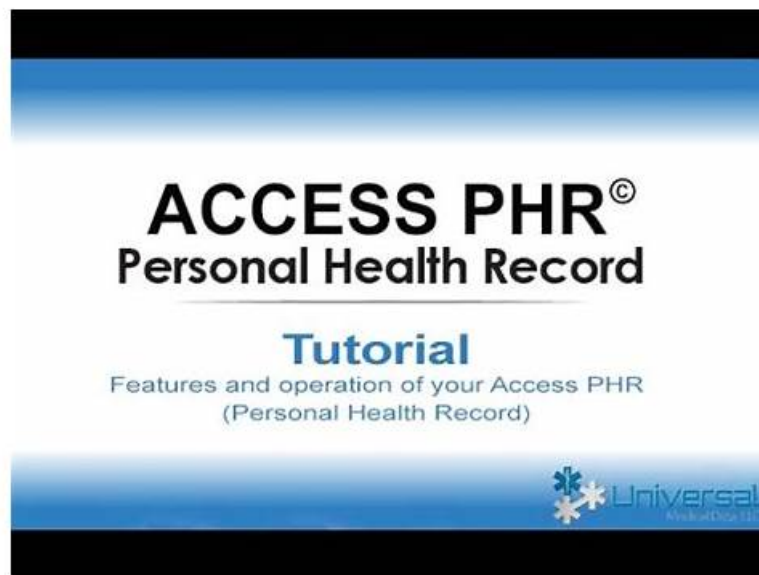


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HRCI PHR (Professional in Human Resources) Certification Exam is a globally recognized certification program for HR professionals. It is designed to test and validate the knowledge and skills of individuals in the field of human resources. The PHR Certification is considered the gold standard in the industry and is highly valued by employers worldwide.

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HRCI Professional in Human Resources Sample Questions (Q35-Q40):

NEW QUESTION # 35

Consider your role as a HR Professional in your organization. In your duties you're to keep abreast of market trends, practices in HR, employee attitudes, and your business needs. What component of the HR Impact Model is addressed in this situation?

- A. Catalyst
- B. Programs and processes
- C. Consultation
- D. Policies and procedures

Answer: A

NEW QUESTION # 36

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

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

Answer: A

NEW QUESTION # 37

You are the HR Professional for your organization. You are discussing the status of your company's employees to determine who may be considered nonexempt versus exempt. Which one of the following types of employees can never be considered exempted from overtime provisions?

- A. Manual workers
- B. Managers
- C. Administrative assistants
- D. Sales people

Answer: A

NEW QUESTION # 38

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which one of the following is not one of the four dimensions of organizational culture?

- A. Heroes
- B. Joy
- C. Values
- D. Rites and Rituals

Answer: B

Explanation:

Explanation/Reference:

NEW QUESTION # 39

The primary advantage to self-insurance is that the employer:

- A. Administers processing of benefit claims
- B. Can raise the co-pay and deductible
- C. Does not need to purchase stop-loss coverage
- D. Shares in the cost savings

Answer: D

Explanation:

Self-insured employers take on the financial risk for providing health care benefits, and the main advantage is that they can share in any cost savings if claims are lower than expected, rather than paying fixed premiums to insurance companies.

Official Extract:

"Self-insurance enables employers to assume direct financial responsibility for health claims, allowing them to benefit from lower-than-expected claims costs." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Health Benefits Funding Strategies)

NEW QUESTION # 40

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