

PHR Certification Questions & Latest PHR Exam Labs

PHR Certification 2024 | 367 Actual Questions and Answers with Complete Solutions 100% Correct

Accounts Payable - ANSWER Money an organization owes its vendors and suppliers.

Accounts Receivable - ANSWER Money an organization's customers owe the organization.

Action Plans - ANSWER Detailed steps a unit, department, or team will take in order to achieve short-term objectives.

Amendment - ANSWER Modification or the Constitution or a law; modification may be either formal (written) or informal (unwritten).

Assets - ANSWER Financial, physical, and sometimes intangible properties an organization owns.

Balance Sheet - ANSWER Statement of a firm's financial position at a particular time.

Balanced scorecard - ANSWER Measurement approach that provides an overall picture of an organization's performance as measured against goals in finance, customers, internal business processes, and learning and growth.

Bill - ANSWER Proposal presented to a legislative body for possible enactment as a law.

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HRCI PHR Certification is a highly respected credential in the human resources field. It is an acronym for Professional in Human Resources, and it is a designation awarded to individuals who have demonstrated a comprehensive understanding of HR principles and practices. Professional in Human Resources certification is offered by the Human Resources Certification Institute (HRCI), which is a leading organization in the HR industry.

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

NEW QUESTION # 28

An organization is implementing a new training curriculum to ensure employee competency in specific areas.

The long-term goal is to turn the curriculum into an internal certification program that will be used as part of career development and succession planning. A Senior IT Technician files a grievance with the union, claiming that the entire program is unfair since the technician is at the highest level of the position. Which of the following scenarios could result in an unfair labor practice?

- A. Continuing to develop the program during the grievance proceedings
- B. **Telling the employee they would not benefit from the program due to their level**
- C. Transferring the employee to a lower-level position to allow for career progression
- D. Postponing the development of the program during the grievance proceedings

Answer: B

Explanation:

Telling an employee that they would not benefit due to their level could discourage participation or retaliate against unionized workers, potentially violating the National Labor Relations Act (NLRA) protections against coercive practices.

Official Extract:

"Employers must avoid actions or statements that interfere with employees' protected rights, including discouraging participation in development programs based on union affiliation or status." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Labor Relations and Training)

NEW QUESTION # 29

Your organization is looking for methods to improve communication between the management and the employees within the company. Which one of the following methods is best described as a small but representative sampling of employees - led in a conversation by a neutral moderator about an identified topic?

- A. **Focus group**
- B. Pilot group
- C. Workshop
- D. Brainstorming session

Answer: A

NEW QUESTION # 30

The most important consideration when gathering demographic data as part of an employee survey is to avoid questions:

- A. That allow for multiple responses
- B. **That employees feel may identify them**
- C. About years of service with the organization
- D. Related to race, sex, or age

Answer: B

Explanation:

The key concern when collecting demographic data is maintaining employee anonymity. Avoiding questions that make employees feel identifiable increases participation rates and ensures honest feedback.

Official Extract:

"Surveys must protect respondent confidentiality to ensure authentic responses and avoid perceived or actual risk of identification." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Employee Surveys and Data Collection)

NEW QUESTION # 31

You are leading a brief presentation for your company about the ERISA program your company participates in. What is ERISA used for?

- A. It protects the workers of employee compensation plans
- **B. It protects the interests of those who participate in employee benefit plans**
- C. It allows private organizations to create investments for workers in profit-sharing plans
- D. It protects private organizations that have profit sharing plans for employee compensation

Answer: B

NEW QUESTION # 32

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 # 33

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