

PHR Dump Check | Cert PHR Exam

PHR Exam Outline

Content Areas	Percentage of Examination
1. Business Management	14%
2. Workforce Planning and Talent Acquisition	14%
3. Learning and Development	10%
4. Total Rewards	15%
5. Employee Engagement	17%
6. Employee and Labor Relations	20%
7. HR Information Management	10%

Mometrix TEST PREPARATION

Time limit: 2 hours
Total questions: 115
Question format: Multiple-choice
Delivery format: Computer-delivered



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HRCI Professional in Human Resources Sample Questions (Q100-Q105):

NEW QUESTION # 100

Terminated employees who are successful in winning wrongful discharge claims typically prove that they were denied:

- A. Due process
- B. Fair discipline

- C. Proper notification
- D. Manager discretion

Answer: A

Explanation:

Due process refers to the right of employees to fair procedures before being disciplined or terminated. When terminated employees successfully sue for wrongful discharge, they often prove that the employer failed to provide fair procedures (e.g., opportunity to respond to allegations, consistent application of policies).

Denying due process can violate implied contracts or public policy protections even under employment-at-will doctrines.

Official Extract:

"Employees may claim wrongful termination when they can show that employers violated due process rights by failing to follow fair and consistent disciplinary procedures, or breached implied promises of fair treatment." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Wrongful Discharge and Due Process)

NEW QUESTION # 101

What type of analytics is used to assess the relationship between people data and business outcomes?

- A. Talent
- B. Quality
- **C. Workforce**
- D. Business

Answer: C

Explanation:

Workforce analytics examines people data - such as turnover, engagement, productivity - and links it directly to business outcomes like profitability, customer satisfaction, and operational efficiency.

Official Extract:

"Workforce analytics use HR and organizational data to identify patterns and correlations between human capital and business performance outcomes." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Workforce Analytics and HR Metrics)

NEW QUESTION # 102

Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Fair Labor Standards Act of 1958
- **B. Title VII of the Civil Rights Act of 1964**
- C. ADEA of 1967
- D. ADA and Rehabilitation Act of 2008

Answer: B

NEW QUESTION # 103

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

Answer: B

NEW QUESTION # 104

What is the compa-ratio for an employee that earns \$75,000 per year, but the midpoint for the role is \$85,000 per year?

- A. 113 percent
- B. 1:88
- C. 88 percent
- D. \$10,000 difference

Answer: C

NEW QUESTION # 105

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The goal of PHR preparation material is to help applicants prepare for the Professional in Human Resources certification exam by providing them with the Actual PHR Exam Questions they need to pass the exam. This Professional in Human Resources (PHR) study material is in the form of practice tests and PHR PDF that thoroughly covers the content of the test.

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