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EBOOK PHR Study Guide 2020-2021: PHR Prep 2020 and 2021 and Practice Test Questions for the Professional in Human Resources Certification Exam [Updated for the New Official Outline] Read

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The PHR certification is ideal for those who are looking to advance their career in HR and demonstrate their knowledge and skills in this field. Professional in Human Resources certification covers a wide range of topics, including employee relations, compensation and benefits, recruitment and selection, HR development, and business management. PHR exam is designed to test the candidate's knowledge in each of these areas and is updated regularly to ensure that it remains relevant to the latest trends and developments in the field of HR.

The PHR Certification is designed for HR professionals who are responsible for implementing HR policies and procedures, managing employee relations, and ensuring legal compliance. PHR exam covers a range of HR topics, including business management, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management.

HRCI PHR Certification Dump & PHR Valid Exam Objectives

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The PHR certification exam tests the practitioners' knowledge and ability to apply HR principles to real-life HR scenarios. PHR exam is comprehensive, covering vital HR areas such as talent acquisition, employee relations, compensation and benefits, and HR development and strategy. The PHR Exam Tests the professional's concepts and practical knowledge, analyzing their application in HR practices while providing a valuable assessment of the individual's specific skill set.

HRCI Professional in Human Resources Sample Questions (Q98-Q103):

NEW QUESTION # 98

The most effective employment brands:

- A. Encompass the entire employment life cycle
- B. Focus on retention rather than recruitment
- C. Focus on recruitment rather than retention
- D. Vary throughout the year with the hiring cycle

Answer: A

Explanation:

The best employment brands cover the entire employment life cycle, from recruitment through onboarding, development, engagement, and retention - reinforcing a consistent organizational image throughout an employee's journey.

Official Extract:

"Strong employment brands address all stages of the employee lifecycle to enhance attraction, engagement, development, and retention." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Employment Branding)

NEW QUESTION # 99

Your organization will be using the point factor technique in their evaluations of job performance. You need to communicate what the point factor technique accomplishes as you're the HR Professional for your organization. Which one of the following best describes the point factor technique?

- A. Specific compensable factors are identified and then performance levels within the factors are documented.
- B. Specific compensable factors are identified and then performance levels within the factors are weighted on importance to the employee.
- C. Specific compensable factors are identified and then performance levels within the factors are documented. The different factors and levels are weighted based on importance to the organization.
- D. Performance factors are identified by the employee and then performance levels within the factors are weighted based on importance to the organization.

Answer: C

NEW QUESTION # 100

You are a HR Professional for your organization and your supervisor is asking you about the details of the Civil Rights Act of 1991, and what it means to your company. He wants to know what the total damages could be if an organization is found liable by a jury trial. What is the maximum amount that could be awarded to a victim of discrimination if the organization is found liable?

- A. \$500,000
- B. There is no limited amount as the jury can determine damages
- C. \$300,000
- D. \$50,000

Answer: C

NEW QUESTION # 101

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. 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.
- B. Pregnancy related benefits cannot be limited to married employees.
- C. Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.
- D. 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.

Answer: D

NEW QUESTION # 102

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

Answer: B

NEW QUESTION # 103

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