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PHR 2024 HRCI Practice Test I Questions and Answers 100% Verified by Expert | Updated 2024

A primary step in developing an employee's ability to make ethical decisions is: - ANSWER Identifying ethical issues employees encounter

Which of the following HR practices is likely to be used by an organization following a differentiation strategy? - ANSWER Knowledge-based pay

The culture of an organization is most impacted by: - ANSWER The behavior of its leaders

HR executives have risen in stature in many corporations based on: - ANSWER Ability to demonstrate impact on the bottom line

What is the first step in developing an organization's HR budget? - ANSWER Understanding the organization's goals and priorities

Which of the following activities is considered a strategic role of human resource management? - ANSWER Developing career plans and succession charts

Which of the following has typically been the most popular and most successful strategy for supporting, modifying or stopping proposed political action? - ANSWER Direct Lobbying

An HR Manager proposes the building of a new training facility. In order to demonstrate the financial impact on the operation to management, the HR manager should: - ANSWER Show how productivity gains can be achieved

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The PHR Certification Exam covers a wide range of HR topics, including employment laws, compensation and benefits, employee relations, and HR development. PHR exam is challenging and requires a thorough understanding of these topics. It is important to note that the exam is based on the United States HR laws and regulations.

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To be eligible for the PHR Exam, candidates must have a minimum of two years of professional HR experience or a master's degree in HR. PHR exam fee ranges from \$395-\$495, depending on whether the candidate is an HRCI member or not. Professional in Human Resources certification is valid for three years, after which the candidate must recertify by earning continuing education credits or retaking the exam.

HRCI Professional in Human Resources Sample Questions (Q12-Q17):

NEW QUESTION # 12

Your organization has a retirement benefits plan that is covered by ERISA . Under ERISA, which of the following is your organization required to do for the plan participants?

- A. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no more than \$7 per participant, per month.
- **B. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at no cost.**
- C. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at a cost of no more than \$7 per participant, per year.
- D. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no cost.

Answer: B

NEW QUESTION # 13

Which of the following are established by Fair Labor Standards Act (FLSA) of 1938? Each correct answer represents a complete solution. Choose three.

- **A. Minimum wage requirement**
- **B. Laws for protecting American children against labor exploitation**
- **C. Criteria for exempt and nonexempt employees**
- D. Health insurance requirement

Answer: A,B,C

Explanation:

Explanation

NEW QUESTION # 14

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is the governing body of a union.
- B. A federation is a union that has international members.
- **C. A federation is a group of national unions.**
- D. A federation is the same as a union.

Answer: C

NEW QUESTION # 15

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- **A. This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964**
- B. This is an example of a violation of the Title VII of the Civil Rights Act of 1964

- C. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- D. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company

Answer: A

NEW QUESTION # 16

Yolanda is an HR Professional for her organization that has 250 employees. Yolanda is working with Thomas, a manager in the company. Thomas reports that Carrie, one of his staff members, will be leaving the organization for a leave absence due to a pregnancy issue. Thomas wants to know if he can terminate Carrie's employment because she won't be able to complete her work due to the pregnancy issue. What's the best answer for this scenario?

- A. Yolanda should tell Thomas that Carrie must be treated the same way as any other temporarily disabled employee.
- B. Yolanda should tell Thomas that Carrie's employment can be terminated as pregnancy issues are not allowable time away from the organization.
- C. Yolanda should tell Thomas that Carrie's employment can be terminated as the organization does not meet the Pregnancy Discrimination Act with 500 minimum employees.
- D. Yolanda should tell Thomas that Carrie must return to work within 28 days or the organization can assume that Carrie has resigned.

Answer: A

NEW QUESTION # 17

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