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HRCI PHR certification is an internationally recognized designation for HR professionals who demonstrate mastery of the technical and operational aspects of human resource management. Professional in Human Resources certification is conferred by the HR Certification Institute (HRCI), the premier credentialing organization for the HR profession. The PHR certification is designed to enhance the professional credibility of HR practitioners and validate their knowledge and skills in key HR functional areas.

HRCI PHR certification exam is ideal for individuals who wish to advance their careers in the human resources field. Professional in Human Resources certification is particularly suitable for HR professionals who have some experience in the field and wish to demonstrate their expertise and commitment to the profession. PHR Exam is also beneficial for those who want to gain a deeper understanding of human resources and enhance their knowledge and skills. Professional in Human Resources certification is recognized by employers worldwide and can lead to increased job opportunities and higher salaries for certified professionals.

HRCI Professional in Human Resources Sample Questions (Q48-Q53):

NEW QUESTION # 48

It is legal to deduct money from an exempt employee's paycheck for which of the following reasons? (Select TWO options.)

- A. Replacing broken equipment
- B. Social Security (US) withholding

- C. Court-ordered child support
- D. Pending litigation costs
- E. Habitual tardiness

Answer: B,C

Explanation:

Legally, deductions like Social Security and court-ordered child support are permissible under wage and hour laws. Unauthorized deductions could risk jeopardizing the employee's exempt status under FLSA.

Official Extract:

"Mandatory deductions such as taxes and court-ordered garnishments are lawful and do not affect an employee's exempt status under the FLSA." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Payroll Compliance)

NEW QUESTION # 49

Of the commonly cited reasons for employee turnover, which of the following issues would be the earliest contributor?

- A. Inadequate orientation to the workplace
- B. Inadequate opportunities for advancement
- C. Lack of support from one's supervisor
- D. Dissatisfaction with work-life benefits

Answer: A

Explanation:

Inadequate orientation at the start of employment often leads to early disengagement and turnover because employees feel confused, unsupported, and disconnected from the organization's culture.

Official Extract:

"Effective onboarding and orientation programs reduce early turnover by helping new hires understand their roles, expectations, and organizational culture." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Onboarding and Retention)

NEW QUESTION # 50

An organization that does business in three states asks a high-level executive to sign a non-compete agreement. The agreement prohibits the employee from working in that region for five years after termination.

A court would most likely determine that the terms of the agreement are:

- A. Universally applied across states
- B. Unreasonable
- C. Allowable
- D. Under federal jurisdiction

Answer: B

Explanation:

Courts generally find non-compete agreements unreasonable if they are overly broad in duration (five years) or geography. Courts favor reasonable, narrowly tailored agreements protecting legitimate business interests.

Official Extract:

"Non-compete agreements must be reasonable in scope, duration, and geography; overly restrictive agreements are often deemed unenforceable." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Employment Agreements)

NEW QUESTION # 51

Your organization is using the whole job ranking technique as part of its non-quantitative job evaluation. Which one of the following best describes the whole job ranking technique?

- A. Jobs are reviewed based on the entire performance of the organization in each category.
- B. Jobs are categorized into broad categories or levels.
- C. Jobs are ranked from lowest to highest according to the importance that each job holds.

- D. New jobs are categorized into an existing hierarchy of jobs within the organization.

Answer: C

NEW QUESTION # 52

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?

- A. Allen A Kennedy
- B. Frederick Herzberg
- C. W Edwards Deming
- **D. Edgard Schein**

Answer: D

NEW QUESTION # 53

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