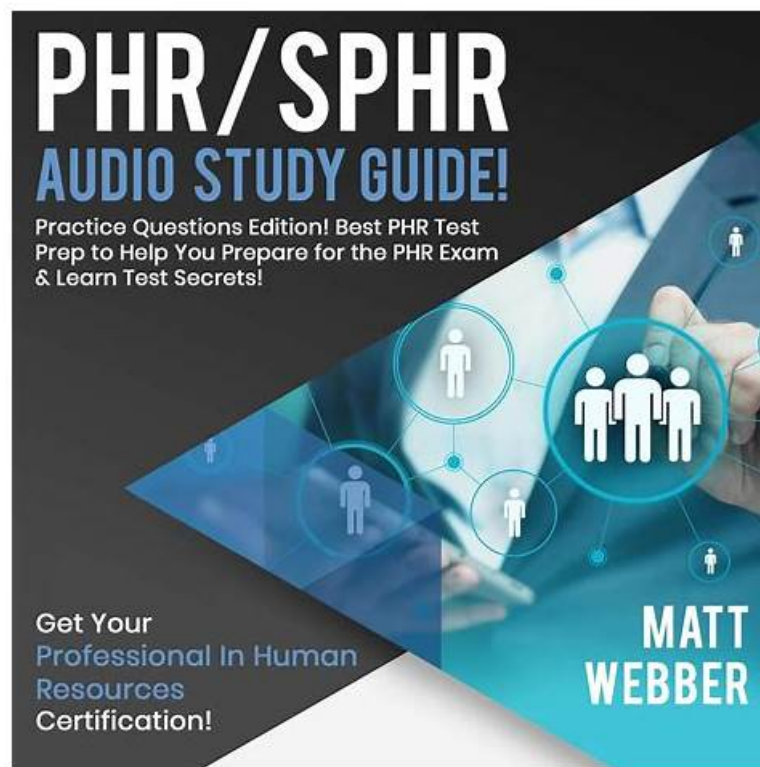


Study PHR Material | Valid PHR Test Cram



BONUS!!! Download part of BraindumpsIT PHR dumps for free: <https://drive.google.com/open?id=1rYg6r-7C-1m6Ea9PK-tFD7nEfrvAetJL>

In order to let you have a deep understanding of our PHR learning guide, our company designed the trial version for our customers. We will provide you with the trial version of our PHR study materials before you buy our products. If you want to know our PHR Training Materials, you can download the trial version from the web page of our company. It is easy and fast to download the free trial version of our PHR exam braindumps.

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 Exam is an important certification for HR professionals looking to demonstrate their knowledge and expertise in the field. It is a respected credential that can lead to increased job opportunities and higher salaries. With the right preparation and dedication, HR professionals can successfully pass the PHR exam and take their careers to the next level.

>> Study PHR Material <<

Valid PHR Test Cram & Best PHR Vce

The content system of PHR exam simulation is constructed by experts. After-sales service of our study materials is also provided by professionals. If you encounter some problems when using our PHR study materials, you can also get them at any time. After you choose PHR Preparation questions, professional services will enable you to use it in the way that suits you best, truly making the best use of it, and bringing you the best learning results.

HRCI Professional in Human Resources Sample Questions (Q63-Q68):

NEW QUESTION # 63

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address a minimum wage for employees?

- A. Fair Labor Standards Act
- B. Walsh-Healey Public Contracts Act
- C. Portal-to-Portal Act
- D. Davis-Bacon Act

Answer: D

NEW QUESTION # 64

As a HR Professional you must understand the laws and regulations, which affect employee compensation. If a non-exempt employee works more than 40 hours per week, what is their overtime pay rate?

- A. 50 percent of their base pay
- B. Non-exempt employees do not receive overtime pay
- C. 150 percent of their base pay
- D. It depends on the state where the employee is employed

Answer: C

NEW QUESTION # 65

Validity is an important part of the interview process. All HR Professionals should recognize validity through the interview process. Which one of the following is not one of the four types of validity?

- A. Predictive validity
- B. Content validity
- C. Professional validity
- D. Construct validity

Answer: C

NEW QUESTION # 66

All organizations need prevoyance, or planning, as a part of a manager's duty. As an HR Professional what is the primary purpose of planning?

- A. Establishes groundwork for the managers to achieve the goals of the organization
- B. Establishes groundwork for the managers to achieve their goals
- C. Communicates the direction of the organization
- D. Directs the project team and staff to accomplish the project scope

Answer: A

NEW QUESTION # 67

You are the HR Professional for your organization. You have just hired a new employee for your company.

What form are you and the newly hired employee required to complete to show the employee's identity and eligibility to work in the United States?

- A. I-9
- B. IRCA-00
- C. 0
- D. IRCA-86

Answer: A

NEW QUESTION # 68

.....

No doubt the HRCI PHR certification exam is a challenging exam that always gives a tough time to their candidates. However, with the help of BraindumpsIT HRCI Exam Questions, you can prepare yourself quickly to pass the HRCI PHR Exam. The BraindumpsIT HRCI PHR exam dumps are real, valid, and updated Professional in Human Resources (PHR) practice questions that are ideal study material for quick HRCI PHR exam dumps preparation.

Valid PHR Test Cram: https://www.braindumpsit.com/PHR_real-exam.html

- [illegible]

DOWNLOAD the newest BraindumpsIT PHR PDF dumps from Cloud Storage for free: <https://drive.google.com/open?id=1rYg6r-7C-1m6Ea9PK-tFD7nEfrvAetJL>