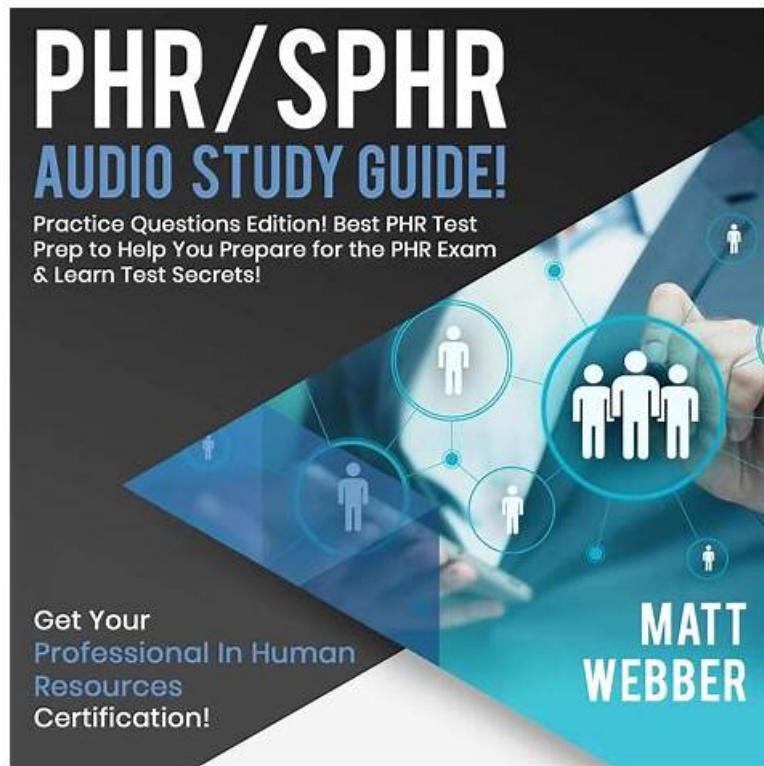


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The PHR certification is designed for HR professionals who are responsible for implementing HR policies and procedures, managing employee relations, and ensuring legal compliance. PHR exam covers a range of HR topics, including business management, 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.

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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

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