New HRCI PHR Real Exam | Reliable PHR Braindumps

BONUS!!! Download part of PracticeVCE PHR dumps for free: https://drive.google.com/open?id=149tYVbUiefL0oyl8hGeYBcl5kvsNI85h

In the process of preparing the passing test, our PHR guide materials and service will give you the oriented assistance. We can save your time and energy to arrange time schedule, search relevant books and document, ask the authorized person. As our PHR study materials are surely valid and high-efficiency, you should select us if you really want to pass exam one-shot. With so many advantages of our PHR training engine to help you enhance your strength, you will pass the exam by your first attempt!

Prepare with Study Guide

Do you prefer a physical book that you can utilize at your own convenience? Avail a copy of the **PHR Cert Prep** by HRCP that comes in both paperback and digital copies. The material has over 900 pages that accentuate the functional areas of the PHR test. It also encompasses a series of flashcards and practice questions from a total of 18 trial exams, 11 of which come with pre-test evaluations, explanations, and references for the 5 main subjects areas. The remaining 7 are timed practice exams that come with full-length quizzes and performance breakdowns to help in efficiently gaging your readiness.

If you opt for the online version, you will be given an audio reader for a more practical learning experience. It also has a search feature so you can easily look up the key terms used in the context. On the other hand, if you pick the paperback edition, you get a useful index as well as a glossary of terms. Whatever format you choose, test-taking tips and other relevant strategies are integrated into the material. So, just get the variant that fits your expectations well.

>> New HRCI PHR Real Exam <<

Free PDF Quiz 2026 HRCI - PHR - New Professional in Human Resources Real Exam

As a responsible company, we don't ignore customers after the deal, but will keep an eye on your exam situation. Although we can assure you the passing rate of our PHR training guide nearly 100 %, we can also offer you a full refund if you still have concerns. So you have nothing to worry about, only to study with our PHR Exam Questions with full attention. And as we have been in this career for over ten years, our PHR learning materials have became famous as a pass guarantee.

The PHR Exam is a certification that demonstrates an HR professional's knowledge and expertise in the field of human resources. It is a valuable credential for those seeking to advance their career in HR management. PHR exam is comprehensive in nature and covers a wide range of topics, ensuring that those who pass it have a deep understanding of the key aspects of HR management.

HRCI PHR Certification Exam is an important step for HR professionals looking to advance their careers and demonstrate their expertise in the field. By obtaining this certification, individuals can increase their credibility, improve their job prospects, and contribute to the success of their organizations.

HRCI Professional in Human Resources Sample Questions (Q79-Q84):

NEW QUESTION # 79
COBRA, the Consolidated Omnibus Budget Reconciliation Act, requires some organizations to offer continuation of group health

care coverage to employees and family members based on certain qualifying events. How many employees must exist within an organization for COBRA requirements to be enforced?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: D

NEW QUESTION # 80

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee. Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Behavioral control
- B. Financial control
- C. Type of relationship
- D. Locale of work performed

Answer: D

NEW QUESTION # 81

A new employee brings a support animal to work and states that the animal is necessary to address anxiety.
What should the HR department do first?

- A. Request the employee's complete medical history
- B. Allow the animal in the workplace without restrictions
- C. Engage in the interactive process
- D. Refuse the accommodation request as noncompliant

Answer: C

Explanation:
The first step under the ADA is to engage in the interactive process with the employee. This helps determine whether the accommodation is reasonable and what documentation may be needed.
Official Extract:
"Upon receiving an accommodation request, employers must engage in an interactive process to determine reasonable accommodations without requiring unnecessary medical disclosure." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Reasonable Accommodation Compliance)

NEW QUESTION # 82

An organization is developing a formal onboarding program for all nonexempt employees. The program will begin with a full-day orientation facilitated by HR. Each employee will then be assigned a mentor for their first 90 days and provided a voluntary one-hour online presentation that can be viewed at home.
This new onboarding program will primarily impact the organization's bottom line by:

- A. Reducing losses due to improved training
- B. Saving costs through lower attrition rates
- C. Increasing production from greater efficiencies
- D. Minimizing errors in budget forecasting

Answer: B

Explanation:
An effective onboarding program significantly improves employee retention by helping employees acclimate to the organization and feel supported early in their tenure. Lower turnover (attrition) directly saves costs associated with recruiting, hiring, and training

replacements.
Official Extract:
"Effective onboarding programs help reduce early turnover, increase employee engagement, and save costs associated with replacing employees who leave prematurely." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Onboarding and Retention Strategies)

NEW QUESTION # 83
What records should be stored separately from personnel files?

- A. Wage garnishments
- B. Severance agreements
- C. Written warnings
- D. Resignation letters

Answer: A

Explanation:
Wage garnishments and other personal financial/legal documents must be stored separately from general personnel files to protect confidentiality and comply with data privacy regulations.
Official Extract:
"Confidential records, including wage garnishments, medical records, and background checks, must be maintained separately from personnel files to ensure privacy and legal compliance." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Recordkeeping and Confidentiality Standards)

NEW QUESTION # 84
......