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The PHR certification is designed for HR professionals who have experience in HR management and have a broad understanding of the HR field. PHR exam covers a range of topics, including business management, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management. PHR Exam is challenging and requires significant preparation, but it is a valuable investment for HR professionals who want to advance their careers and demonstrate their expertise to employers and colleagues.

HRCI Professional in Human Resources Sample Questions (Q49-Q54):

NEW QUESTION # 49
During the organization of a union, it's possible that the union will gain recognition from the management. The management is then obliged to give the NLRB a list of employees who are eligible to vote in the unionization election. What is the name of the list of such employees called?

- A. Excelsior List
- B. Union prospectus List
- C. Constituent List
- D. Candidate List

Answer: A

NEW QUESTION # 50
Diane is the HR Professional for her organization and she's examining the ranges for the compensation levels of her company. Which one of the following statements best describes what a range for compensation is?

- A. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are federally mandated that employees be paid.
- B. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are generally paid.
- C. A range specifies the lowest/minimum and the highest/maximum compensation rates for the worth of responsibilities.
- D. A range specifies the lowest/minimum and the highest/maximum value for which employees are generally paid through incentives.

Answer: B

NEW QUESTION # 51
There are seven stages of internal consulting that a HR Professional must be familiar with. Consider this scenario: Mark is a HR Professional for his organization. He is meeting with Tammy and Tammy's supervisor Eric to learn about a conflict between Tammy and Eric. Mark wants to understand both parties before addressing the scenario. Which of the seven stages is Mark, Tammy, and Eric participating in?

- A. Implementing
- B. Gaining agreement to the project plan
- C. Developing recommendations
- D. Exploring the situation

Answer: D

NEW QUESTION # 52
There are seven stages of internal consulting that a HR Professional must be familiar with. Consider this scenario: Mark is a HR Professional for his organization. He is meeting with Tammy and Tammy's supervisor Eric to learn about a conflict between Tammy and Eric. Mark wants to understand both parties before addressing the scenario. Which of the seven stages is Mark, Tammy, and Eric participating in?

- A. Implementing
- B. Gaining agreement to the project plan
- C. Developing recommendations
- D. Exploring the situation

Answer: D

NEW QUESTION # 53
An organization may remotely review documents that prove identity and eligibility to work in the United States (US) when the:

- A. Employee is located more than 50 miles from the worksite.
- B. Employer participates in E-Verify.
- C. Employee is a remote worker.
- D. Employer is multistate with at least 50 workers.

Answer: B

Explanation:
Employers who participate in the E-Verify program under specific DHS guidelines are permitted to remotely examine documents for Form I-9 verification purposes in certain cases, such as for remote hires, but only with strict adherence to program rules.
Official Extract:
"Employers enrolled in E-Verify may remotely inspect I-9 documentation under authorized guidelines to accommodate remote hires while maintaining compliance." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section,

Employment Eligibility Verification)

NEW QUESTION # 54
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To do this you just need to pass the Professional in Human Resources (PHR) exam which is quite challenging and not easy to pass. However, proper planning, firm commitment, and complete real HRCI PHR Exam QUESTIONS preparation can enable you to crack the final PHR exam easily. For the quick and complete PHR Exam Preparation the PHR exam practice test questions are the ideal and recommended study material. With the "TestBraindump" exam questions you will get everything that you need to pass the final Professional in Human Resources (PHR) exam easily.

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