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The PHR certification is ideal for those who are looking to advance their career in HR and demonstrate their knowledge and skills in this field. Professional in Human Resources certification covers a wide range of topics, including employee relations, compensation and benefits, recruitment and selection, HR development, and business management. PHR exam is designed to test the candidate's knowledge in each of these areas and is updated regularly to ensure that it remains relevant to the latest trends and developments in the field of HR.

Introduction to PHR Certification Exam

The PHR certification is designed for those whose main occupation is human resources procedures and operations. This basic-level mainly certifies those who focus on the logistics of implementing a human resources program within a company and report to another human resources specialist. The accreditation body is the Human Resources Certification Institute, which has certified more than 120,000 human resources professionals since 1976. The institute also offers senior professionals human resources skills for those with more experience and greater responsibilities. When a PHR qualifies for SPHR credentials, the higher credentials replace PHR.

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

NEW QUESTION # 63

Conducting an HR audit can increase liability for the organization when it:

- A. Does not act on audit findings.
- B. Omits legal review.
- C. Uncovers financial discrepancies.
- D. Excludes observed practices.

Answer: A

Explanation:

If an HR audit reveals noncompliance or gaps but management fails to act, it increases liability because it demonstrates knowledge of the issue without corrective action - a legal risk under employment laws like Title VII, FLSA, etc.

Official Extract:

"An HR audit identifies risks. Failure to remedy findings may lead to claims of negligent employment practices, compounding liability." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Risk and Compliance Management)

NEW QUESTION # 64

John's organization has collected several applications for an employment position within his organization.

The data collected from these applications must be kept secure and private, especially in light of the Privacy Act of what year?

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

Answer: D

NEW QUESTION # 65

If an employer ignores stress in employees what symptom are employees likely to develop?

- A. Turnover
- B. Tumors
- C. Burnout
- D. De-motivation

Answer: C

NEW QUESTION # 66

Which of the following is an example of pay inversion?

- A. Compensating an equally qualified new employee significantly less than a current employee
- B. Raising line wages to levels that exceed supervisory compensation
- C. Raising line wages by a greater percentage than executive wages
- D. Compensating a new employee more than a current employee who is equally qualified

Answer: D

Explanation:

Pay inversion happens when a new employee is hired at a higher salary than a current employee performing the same or similar work with equal or greater experience - often due to rising market rates.

Official Extract:

"Pay inversion occurs when newly hired employees are paid more than existing employees in comparable roles, creating internal pay inequities." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Pay Structures and Market Competitiveness)

NEW QUESTION # 67

Pat is interviewing Sammy for a job in his organization. During the interview, Pat asks Sammy for a dinner date. Sammy refuses his offer, but thanks him. Pat tells Sammy that a dinner date would be beneficial to the job selection. Sammy still refuses the dinner date. Based on this conversation, Pat decides not to hire Sammy for the position. This is an example of what type of sexual harassment?

- A. Quid Pro Quo
- B. Covert
- C. Hostile Work Environment
- D. Contingent

Answer: A

NEW QUESTION # 68

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The HRCI PHR certification can play a crucial role in career advancement and increase your earning potential. By obtaining HRCI PHR certification, you can demonstrate to employers your expertise and knowledge. The HRCI world is constantly changing its dynamics. With the HRCI PHR Certification Exam you can learn these changes and stay updated with the latest technologies and trends.

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