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## Test PHR Questions Fee - Latest PHR Practice Materials

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## HRCI Professional in Human Resources Sample Questions (Q95-Q100):

### NEW QUESTION # 95

Your organization has a retirement benefits plan that is covered by ERISA . Under ERISA, which of the following is your organization required to do for the plan participants?

- A. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
- B. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no more than \$7 perparticipant, per month.
- C. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at a cost of no more than \$7 per participant, per year.
- **D. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at no cost.**

**Answer: D**

#### NEW QUESTION # 96

You are the HR Professional for your organization and you have been asked to hire a project manager.

The average market salary for the project management position, you have available is \$87,500. Which one of the following salaries would be indicative of lagging the market?

- A. \$87,500
- B. \$101,000
- C. \$88,000
- D. \$79,000

**Answer: D**

#### NEW QUESTION # 97

As an HR Professional you must be familiar with several laws and pieces of legislation that affects your practices. What act makes it illegal to discriminate against older workers with respect to benefits or to target older workers for layoffs?

- A. HIPAA
- B. OWBPA
- C. OASDI
- D. MHPA

**Answer: B**

#### NEW QUESTION # 98

Sally is an HR Professional for an organization and she's working with Holly another HR Professional. Holly is concerned with effectiveness of a new policy. Sally is concerned with the efficiency of the new policy. What is the difference between effectiveness and efficiency?

- A. These are the same values in human resources.
- B. Efficiency is knowing what to do. Effectiveness is doing what you know you should.
- C. Efficiency is doing things right. Effectiveness is doing the right things.
- D. Efficiency is being effective when doing things. Effectiveness is doing the right things efficiently.

**Answer: C**

#### NEW QUESTION # 99

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- B. This is an example of a violation of the Title VII of the Civil Rights Act of 1964
- C. This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964
- D. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company

**Answer: C**

#### NEW QUESTION # 100

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