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Studying for attending Professional in Human Resources exam pays attention to the method. The good method often can bring the result with half the effort, therefore we in the examination time, and also should know some test-taking skill. The PHR quiz guide on the basis of summarizing the past years, found that many of the questions, the answers have certain rules can be found, either subjective or objective questions, we can find in the corresponding module of similar things in common. To this end, the Professional in Human Resources exam dumps have summarized some types of questions in the qualification examination, so that users will not be confused when they take part in the exam, to have no emphatic answers. It can be said that the template of these questions can be completely applied. The user only needs to write out the routine and step points of the PHR test material, so that we can get good results in the exams.

Topics of PHR Certification Exam

Candidates must know the exam topics before they start of preparation. Because it will really help them in hitting the core. Our **PHR exam dumps** will include the following topics:

- Human Resource Development 18%
- Workforce Planning and Employment 24%
- Business Management and Strategy 11%
- Compensation and Benefits 19%

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Obtaining the HRCI PHR Certification demonstrates a commitment to the HR profession and a desire for professional development. It also provides a competitive advantage in the job market and can lead to higher salaries and more significant job opportunities. Additionally, certified professionals are required to maintain their certification by earning continuing education credits, ensuring that they stay up-to-date on the latest developments in the field.

All about the HRCI PHR Exam

The Professional in Human Resources (PHR) test is created for experienced HR professionals with corresponding educational background. There are three prerequisite options to choose from. The first one is a minimum of 1 year professional-level experience,

plus a Master's degree or higher. The second is a minimum of 2-years professional-level experience, plus a Bachelor's degree. And the third option requires you to present a minimum of 4 years professional-level experience.

If you fulfill at least one of the listed requirements, you can pursue the HRCI PHR Exam and take its 3-hour evaluation with 150 scored multiple-choices and 25 pre-test questions. The items cover different domains, such as business management, total rewards, labor and employee relations, development and learning, and talent planning and acquisition.

This computer-based test is downright challenging, hence the importance of the right set of learning references. So, we've generated a collection of the best resources for your HRCI PHR preparation, from books to online courses.

HRCI Professional in Human Resources Sample Questions (Q112-Q117):

NEW QUESTION # 112

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

Answer: C

NEW QUESTION # 113

Your organization has 80 full-time employees. Management has recently informed you that they have sold their business and they'll be releasing all employees in the organization. Based on the Worker Adjustment and Retraining Notification Act of 1988, how many days must management give in writing to the employees of this organization before the mass layoff?

- A. **Zero days**
- B. 120 days
- C. 30 days
- D. 60 days

Answer: A

NEW QUESTION # 114

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which one of the following is not one of the four dimensions of organizational culture?

- A. **Joy**
- B. Heroes
- C. Rites and Rituals
- D. Values

Answer: A

NEW QUESTION # 115

Stress is often a significant issue in workplaces. Author Ravi Tangri asserts that stress costs organizations up to \$300 billion per year. Which one of the following stresses is the largest contributor to organizational cost of waste?

- A. Turnover
- B. **Workplace accidents**
- C. Drug plan costs
- D. Absenteeism

Answer: B

NEW QUESTION # 116

OSHA may inspect a workplace at any time. The purpose of these inspections is to maintain safety for all workers. OSHA has established five priorities for workplace inspections. Which one of the following statements is the correct order of most important OSHA priorities to least important OSHA priorities?

- A. Imminent danger, planned inspections in high-hazard industries, employee complaints, catastrophes and fatal accidents, follow-up inspections
- **B. Imminent danger, catastrophes and fatal accidents, employee complaints, planned inspections in high-hazard industries, follow-up inspections**
- C. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, employee complaints, and follow-up inspections
- D. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, follow-up inspections, and employee complaints

Answer: B

NEW QUESTION # 117

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