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The PHR exam is designed to test the knowledge of HR professionals in various areas such as talent acquisition, employee relations, compensation and benefits, and HR development. PHR exam consists of 175 multiple-choice questions and lasts for three hours. The questions are based on the HRCI's Body of Knowledge, which is a comprehensive guide that covers all the essential HR practices, principles, and concepts.

Earning the PHR certification demonstrates a high level of competence and dedication to the HR field. It can open doors to new job opportunities, higher salaries, and increased credibility in the eyes of employers, colleagues, and clients. Professional in Human Resources certification is also an important step towards earning the more advanced SPHR (Senior Professional in Human Resources) certification, which requires more extensive experience and knowledge. Overall, the PHR Certification is a valuable asset for anyone looking to advance their career in the field of human resources.

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Earning the PHR Certification can lead to increased job opportunities, higher salaries, and professional recognition. It demonstrates

to employers that an individual has a strong understanding of HR best practices and is committed to advancing their career in the HR field. Additionally, maintaining the certification requires ongoing professional development, ensuring that certified individuals stay up-to-date with the latest HR trends and practices.

HRCI Professional in Human Resources Sample Questions (Q34-Q39):

NEW QUESTION # 34

When an individual files a charge of discrimination with the EEOC against an employer, what will the EEOC do?

- A. The EEOC will investigate the claim by inspecting the employer's place of business.
- B. The EEOC will visit the employer to inform them of the charge.
- **C. The EEOC will send the employer a letter informing them of the charge.**
- D. The EEOC will create a hearing with the complainant and the employer to investigate the charge.

Answer: C

NEW QUESTION # 35

You are a HR Professional for your organization. You have presented an idea to your staff. The staff members then discuss their ideas based on your presentation. All of the ideas are recorded and collectively ranked from most important to least important (or some other ordinal scale). Through this process a selection or forecast can be made for the organization. What forecasting technique have you used in this scenario?

- A. Delphi Technique
- B. Ratio analysis
- **C. Nominal group technique**
- D. Brainstorming

Answer: C

NEW QUESTION # 36

As an HR Professional, you must sometimes terminate employees from your organization. When an employee is terminated, there must be a just cause or a good cause for the termination. Which one of the following is not a valid just cause for the employee's termination?

- A. Whether the rule has been applied consistently
- B. Whether the employee was warned in advance
- C. Whether reasonable "proof" of the violation existed, or was obtained through investigation
- **D. Whether the employee is a member of a protected class**

Answer: D

NEW QUESTION # 37

Amy is a sales person for your company and she earns her pay based on commission. Amy's pay is known as variable pay or what other term?

- **A. At risk pay**
- B. Fixed pay
- C. Commission only
- D. Base pay

Answer: A

NEW QUESTION # 38

When an individual files a charge of discrimination with the EEOC against an employer, what will the EEOC do?

- A. The EEOC will investigate the claim by inspecting the employer's place of business.

- Answer: C**

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