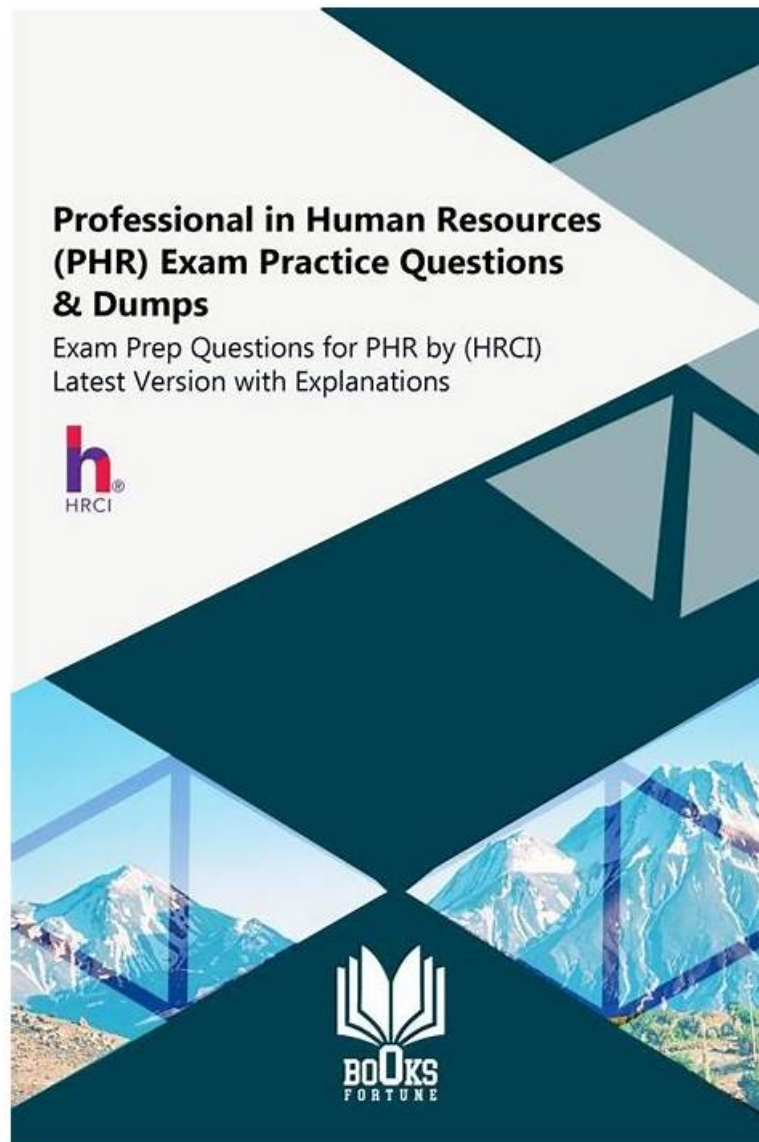


# PHR Exam Brain Dumps & PHR Reliable Test Pattern



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## **HRCI Professional in Human Resources Sample Questions (Q26-Q31):**

### **NEW QUESTION # 26**

What term describes a manager who makes himself visible, being present for employees, and getting out of his office to interact with employees?

- A. Open door policy
- B. Active management
- **C. Management by walking around**
- D. Progressive discipline

**Answer: C**

### **NEW QUESTION # 27**

The Federal Labor Standards Act is something that all HR Professionals should be familiar with. This act clearly defines four areas that affect all employees. Which one of the following is not one of the four areas of employment covered by this act?

- A. Minimum wage
- B. Overtime
- C. Record keeping
- **D. Commissions, royalties, and tips**

**Answer: D**

### **NEW QUESTION # 28**

An organization is considering services it can successfully provide to its customers. One of the services, however, is deemed to be difficult to offer with a high degree of certainty of success. The organization has decided not to offer the service because of the risk in offering the service, and failing. What risk response is used in this scenario?

- **A. Avoidance**
- B. Mitigation
- C. Sharing
- D. Transference

**Answer: A**

### **NEW QUESTION # 29**

Which of the following are established by Fair Labor Standards Act (FLSA) of 1938? Each correct answer represents a complete solution. Choose three.

- **A. Minimum wage requirement**
- **B. Criteria for exempt and nonexempt employees**
- C. Health insurance requirement
- **D. Laws for protecting American children against labor exploitation**

**Answer: A,B,D**

### **NEW QUESTION # 30**

A summary of an organization's testing results is presented. Each applicant who passes the test is hired.

□

The table indicates adverse impact against:

- A. whites.
- B. African Americans.
- **C. Hispanics.**
- D. females

**Answer: C**

Explanation:

From your table:

Group

Passed

Total Applicants

Selection Rate

African Americans

30

80

$30 \div 80 = 37.5\%$

Whites

15

30

$15 \div 30 = 50\%$

Hispanics

5

25

$5 \div 25 = 20\%$

Total

50

135

Highest selection rate: 50% (Whites)

Now apply the 4/5ths Rule:

$80\% \times 50\% = 40\%$

Minimum acceptable selection rate = 40%.

Now compare:

\* African Americans: 37.5% (below 40%) # Possible adverse impact

\* Hispanics: 20% # (way below 40%) # Definite adverse impact

\* Whites: 50% # No issue.

Adverse impact is against Hispanics (not African Americans, not Whites, not Females).

## NEW QUESTION # 31

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