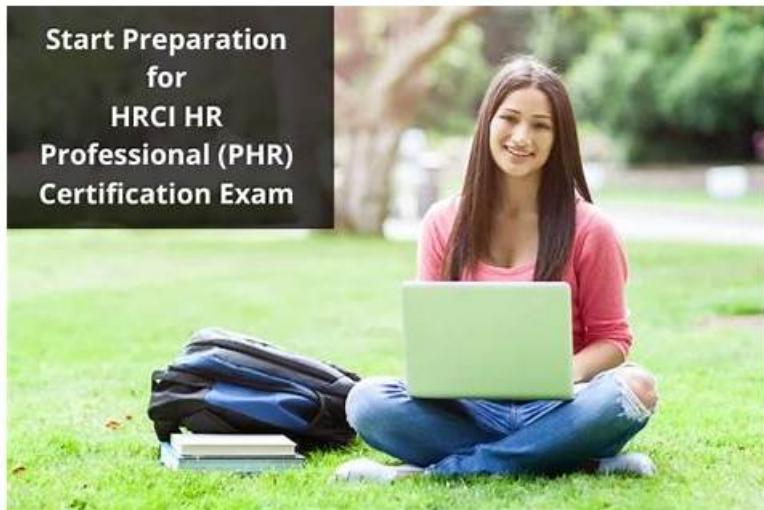


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For most users, access to the relevant qualifying examinations may be the first, so many of the course content related to qualifying examinations are complex and arcane. According to these ignorant beginners, the PHR exam questions set up a series of basic course, by easy to read, with corresponding examples to explain at the same time, the PHR study question let the user to be able to find in real life and corresponds to the actual use of PHR learned knowledge. And it will only takes 20 to 30 hours for them to pass the PHR exam.

HRCI PHR certification is a professional credential for individuals who specialize in the field of human resources. Professional in Human Resources certification is offered by the Human Resource Certification Institute (HRCI) and is designed to validate the knowledge and skills of HR professionals. The PHR Certification is recognized globally and is considered a benchmark for HR professionals seeking to advance their careers.

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Taking PHR practice exams is also important because it helps you overcome your mistakes before the final attempt. When we talk about the PHR certification exam, the HRCI PHR practice test holds more scoring power because it is all about how you can improve your Professional in Human Resources (PHR) exam preparation. ExamDiscuss offers desktop practice exam software and web-based PHR Practice Tests. These PHR practice exams help you know and remove mistakes. This is the reason why the experts suggest taking the PHR practice test with all your concentration and effort.

HRCI Professional in Human Resources Sample Questions (Q33-Q38):

NEW QUESTION # 33

Which of the following are narrative methods of appraisal that require managers to describe the employee's performance? Each correct answer represents a complete solution. Choose three.

- A. Critical incident review
- B. Daily review
- C. Essay review
- D. Field review

Answer: A,C,D

NEW QUESTION # 34

Which of the following are the key components of gainsharing? Each correct answer represents a complete solution. Choose three.

- A. The organization and the employees share the financial gains.
- B. If goals for improvements are met, employees and managers share the success.
- C. Managers and employees provide their part of salary for charity.
- D. Employees and management work together for reviewing organizational performance.

Answer: A,B,D

NEW QUESTION # 35

The best data to review when improving organizational culture is:

- A. Leadership goals
- B. Employee feedback
- C. Team performance
- D. Individual attendance

Answer: B

Explanation:

Employee feedback provides the most direct insight into how the workforce perceives organizational culture, engagement, satisfaction, and areas needing improvement - making it essential for culture change initiatives.

Official Extract:

"Collecting and analyzing employee feedback is critical to accurately assess organizational culture and identify necessary improvements." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Organizational Culture Assessment)

NEW QUESTION # 36

As an HR Professional you must be familiar with several acts of congress, laws, and regulations that address risks in the workplace. Which of the following laws was the first to establish consistent safety standards for workers?

- A. Occupational Safety and Health Act
- B. USA Patriot Act
- C. Homeland Security Act
- D. Mine Safety and Health Act

Answer: A

NEW QUESTION # 37

An organization is developing a formal onboarding program for all nonexempt employees. The program will begin with a full-day orientation facilitated by HR. Each employee will then be assigned a mentor for their first 90 days and provided a voluntary one-hour online presentation that can be viewed at home.

The primary goal of establishing a mentoring program for new employees is to:

- A. Assist with acclimating to the organization's culture
- B. Ensure thorough understanding of key policies and procedures
- C. Provide in-depth training specific to their role

Answer: A

Explanation:

The primary goal of assigning mentors during onboarding is to help new employees adjust to the organizational culture, including unwritten rules, social norms, and expectations that formal training might not cover.

Official Extract:

"Mentoring during onboarding enhances cultural assimilation by providing new employees with guidance, support, and insider knowledge about organizational norms and values." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Mentoring and Cultural Assimilation)

NEW QUESTION # 38

The HRCI PHR exam is one of the top-rated career advancement certifications in the market. With the Professional in Human Resources PHR certification exam everyone can validate their skills and knowledge after passing the PHR exam. The HRCI PHR certification exam will recognize your expertise and knowledge in the market. You will get solid proof of your proven skill set. There are other countless benefits that you can gain after passing the Professional in Human Resources PHR Certification Exam. But the problem is how to pass the HRCI PHR exam. The HRCI PHR certification exam is not an easy exam. It is a challenging exam that gives taught time to candidates. However, with the assistance of HRCI PHR PDF Questions and practice tests you can pass the PHR exam easily.

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