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To be eligible for the exam, candidates must meet certain requirements, including a minimum of two years of professional HR experience and a degree or equivalent work experience. PHR exam is computer-based and consists of 150 scored questions and 25 unscored pretest questions. PHR exam is administered at Pearson VUE testing centers worldwide, and candidates have three hours to complete it. Successful candidates earn the PHR Certification and the right to use the designation after their names, demonstrating their commitment to excellence in the HR profession.

HRCI Professional in Human Resources Sample Questions (Q70-Q75):

NEW QUESTION # 70
A summary of an organization's testing results is presented. Each applicant who passes the test is hired.

	Test Results			
		African Americans	White	Hispanic	Total
Male	Pass	20	5	5	30
	Fail	30	10	10	50
Female	Pass	10	10	0	20
	Fail	20	10	10	40
Totals	Pass	30	15	5	50
	Fail	50	20	20	90

The table indicates adverse impact against:

- A. African Americans.
- B. Hispanics.
- C. females
- D. whiles.

Answer: B

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 # 71
As a Senior HR Professional, you should be familiar with non-monetary rewards that your company provides for its employees.
Which of the following is an example of non-monetary reward?

- A. On-site cafeteria
- B. Esteem from working with other talented people
- C. Cash compensation
- D. Satisfaction from challenging and exciting assignments

Answer: A

NEW QUESTION # 72

Holly is the HR Professional for her organization and she's examining the type of exemptions for computer employees. What is the minimum rate that the computer employee must earn to be considered exempt?

- A. $17.03 per hour
- B. $27.63 per hour
- C. $31.23 per hour
- D. $45.33 per hour

Answer: B

NEW QUESTION # 73

What benefit does a human resource information system (HRIS) deliver to an organization?

- A. Prevents the potential for security breaches by contingent workers
- B. Keeps data secure by providing equal access to all employees
- C. Encourages collaboration among departments
- D. Provides managers with important decision-making data

Answer: D

Explanation:
An HRIS consolidates HR data and reporting functions, providing managers with accurate, timely information to support better decision-making about talent, performance, compensation, and more.
Official Extract:
"HRIS systems enhance decision-making by providing real-time access to accurate employee data, enabling strategic HR management." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, HR Technology Benefits)

NEW QUESTION # 74

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts exempted labor unions and agricultural organizations from The Sherman Antitrust Act?

- A. The National Industrial Recovery Act
- B. The Clayton Act
- C. The National Labor Relations Act
- D. The Railway Labor Act

Answer: B

NEW QUESTION # 75

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