

Latest updated HRCI New PHR Exam Answers Are Leading Materials & Top PHR: Professional in Human Resources

PHR Certification EXAM (HRCI) | 368 Questions and Answers 100% Verified by Expert | Updated 2024

Accounts Payable - ANSWER ☒ Money an organization owes its vendors and suppliers.

Accounts Receivable - ANSWER ☒ Money an organization's customers owe the organization.

Action Plans - ANSWER ☒ Detailed steps a unit, department, or team will take in order to achieve short-term objectives.

Amendment - ANSWER ☒ Modification of the Constitution or a law; modification may be either formal (written) or informal (unwritten).

Assets - ANSWER ☒ Financial, physical, and sometimes intangible properties an organization owns.

Balance Sheet - ANSWER ☒ Statement of a firm's financial position at a particular time.

Balanced scorecard - ANSWER ☒ Measurement approach that provides an overall picture of an organization's performance as measured against goals in finance, customers, internal business processes, and learning and growth.

Bill - ANSWER ☒ Proposal presented to a legislative body for possible enactment as a law.

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On the other hand, those who do not score well can again try reading all the Professional in Human Resources (PHR) dumps questions and then give the PHR exam. This will help them polish their skills and clear all their doubts. Also, you must note down your Professional in Human Resources (PHR) practice test score every time you try the HRCI Exam Questions. It will help you keep a record of your study and how well you are doing in them.

To be eligible for the PHR certification exam, candidates must have at least two years of professional HR experience and a bachelor's degree or higher. Alternatively, candidates can also qualify to sit for the exam with four years of professional HR experience without a degree. PHR Exam consists of 150 multiple-choice questions covering various HR topics and is administered in a computer-based format. PHR exam is three hours long, and candidates must achieve a passing score of at least 500 out of 700 to earn the PHR certification.

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if you want to have a better experience on the real exam before you go to attend it, you can choose to use the software version of our PHR learning guide which can simulate the real exam, and you can download our PHR exam prep on more than one computer. We strongly believe that the software version of our PHR Study Materials will be of great importance for you to prepare for the exam and all of the employees in our company wish you early success.

Earning a PHR Certification can be a significant asset to HR professionals looking to advance their careers. Professional in Human Resources certification demonstrates a commitment to the HR profession, validates expertise in HR practices, and can lead to increased job opportunities and higher salaries. Additionally, maintaining the PHR certification requires ongoing professional development, ensuring that certified professionals stay current with the latest HR trends and practices.

How to study the PHR Certification Exam

There are two main types of resources for preparation of certification exams first there are the study guides and books that are detailed and suitable for building knowledge from ground up then there are video tutorials and lectures that can somehow ease the pain of through study and are comparatively less boring for some candidates yet these demand time and concentration from the learner. Smart Candidates who want to build a solid foundation in all exam topics and related technologies usually combine video lectures with study guides to reap the benefits of both but there is one crucial preparation tool as often overlooked by most candidates the practice exams. Practice exams are built to make students comfortable with the real exam environment. Statistics have shown that most students fail not due to that preparation but due to exam anxiety the fear of the unknown. Itcertking expert team recommends you to prepare some notes on these topics along with it don't forget to practice **PHR exam dumps** which had been written by our expert team, Both these will help you a lot to clear this exam with good marks.

HRCI Professional in Human Resources Sample Questions (Q50-Q55):

NEW QUESTION # 50

As an HR Professional you must be familiar with the project management processes and the stakeholders of projects. All projects can map to the project management lifecycle. Which one of the following best describes the project management lifecycle?

- A. It is the aggregation of the nine knowledge areas of project management: integration management, scope, schedule, costs, quality, human resources, communication, risk, and procurement.
- B. It is a unique life of each project -from its initiation through its closing.
- C. It is the life of a project to interact with all areas including scope, schedule, costs, quality, human resources, communication, risk, and procurement.
- **D. It is the life of the management of the project -from initiation, planning, execution, controlling, through closing.**

Answer: D

NEW QUESTION # 51

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. This adverse impact lawsuit determined that discrimination need not be deliberate or observable to be real. Employees were segregated by race and were allowed to work only in the lowest paid position. What lawsuit is described?

- A. McDonnell Douglas Corp. versus Green, 1973
- B. Albemarle Paper versus Moody, 1975
- **C. Griggs versus Duke Power, 1971**
- D. Washington versus Davis, 1976

Answer: C

NEW QUESTION # 52

Yolanda is an HR Professional for her organization that has 250 employees. Yolanda is working with Thomas, a manager in the company. Thomas reports that Carrie, one of his staff members, will be leaving the organization for a leave absence due to a pregnancy issue. Thomas wants to know if he can terminate Carrie's employment because she won't be able to complete her work due to the pregnancy issue. What's the best answer for this scenario?

- A. Yolanda should tell Thomas that Carrie's employment can be terminated as pregnancy issues are not allowable time away from the organization.
- B. Yolanda should tell Thomas that Carrie's employment can be terminated as the organization does not meet the Pregnancy

Discrimination Act with 500 minimum employees.

- C. Yolanda should tell Thomas that Carrie must be treated the same way as any other temporarily disabled employee.
- D. Yolanda should tell Thomas that Carrie must return to work within 28 days or the organization can assume that Carrie has resigned.

Answer: C

NEW QUESTION # 53

What is the time limit for filing a charge of discrimination with the EEOC?

- A. 90 days
- B. 60 days
- C. 30 days
- D. 180 days

Answer: D

NEW QUESTION # 54

Gary is an HR Professional for his organization that has several federal contracts of \$100,000 or more. His organization, as required by VEVRAA, files what form by September 30 each year, which provides the details of the veterans employed by the federal contractor?

- A. Gary must file the EEO-VETS form
- B. Gary must file the VETS-100 form
- C. Gary must file the VEVRAA ACT-1 report
- D. Gary must file the EEO-1 report

Answer: B

NEW QUESTION # 55

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