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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.

Conclusion

Clearly, every preparation method depends on the needs and preferences of a person. So, it's suggested that you don't limit yourself with the above-mentioned materials, though it's highly advisable that you choose at least one of the training courses listed. If you have completed one, try other tools and resources that are intended to enhance your knowledge of the core HR principles, together with the main objectives of the PHR Exam content.

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HRCI Professional in Human Resources Sample Questions (Q84-Q89):

NEW QUESTION # 84

Mathematical forecasting is also known as quantitative forecasting. Which one of the following statements best describes mathematical forecasting techniques?

- A. The predictor of future performance is risk analysis of possible outcomes.
- B. The best predictor of future performance is structured reviews of current performance.
- C. The best predictor of future performance is statistical analysis of past performance results.
- **D. The best predictor of future performance is past performance.**

Answer: D

NEW QUESTION # 85

COBRA, the Consolidated Omnibus Budget Reconciliation Act, requires some organizations to offer continuation of group health care coverage to employees and family members based on certain qualifying events. How many employees must exist within an organization for COBRA requirements to be enforced?

- A. 0
- **B. 1**
- C. 2
- D. 3

Answer: B

NEW QUESTION # 86

Deal and Kennedy defined the four dimensions of organizational culture that you should be familiar with, as an HR Professional. What dimension of organizational culture is best defined by the hidden hierarchy of power?

- A. Values
- B. Joy
- C. Heroes
- **D. Culture network**

Answer: D

NEW QUESTION # 87

Deal and Kennedy defined the four dimensions of organizational culture that you should be familiar with, as an HR Professional. What dimension of organizational culture is best defined by the hidden hierarchy of power?

- A. Values
- B. Joy
- C. Heroes
- **D. Culture network**

Answer: D

Explanation:

Explanation

NEW QUESTION # 88

Interactive computer lessons combined with teleconferences and traditional classroom instruction is an example of:

- A. Distance learning
- B. Strategic training
- C. Simulations training
- **D. Blended learning**

Answer: D

Explanation:

Blended learning combines multiple methods - like in-person instruction, online modules, and virtual meetings - to create a flexible, interactive learning experience, enhancing engagement and knowledge retention.

Official Extract:

"Blended learning programs integrate multiple delivery methods, combining instructor-led training with online learning to maximize educational impact." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Training Delivery Methods)

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