

Quiz HRCI - PHR - Professional in Human Resources

Unparalleled Question Explanations



STUDY GUIDE

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HRCI - PHR Professional in Human Resources

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HRCI PHR certification is an internationally recognized designation for HR professionals who demonstrate mastery of the technical and operational aspects of human resource management. Professional in Human Resources certification is conferred by the HR Certification Institute (HRCI), the premier credentialing organization for the HR profession. The PHR Certification is designed to enhance the professional credibility of HR practitioners and validate their knowledge and skills in key HR functional areas.

>> Question PHR Explanations <<

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The ITExamSimulator is a leading platform that has been helping the HRCI PHR exam aspirants for many years. Over this long time period, thousands of HRCI PHR Exam candidates have passed their dream PHR certification exam and have become a member of HRCI PHR certification exam community.

Obtaining the PHR certification is a significant achievement for human resources professionals. It demonstrates a commitment to the human resources profession, a dedication to ongoing learning and development, and a high level of expertise in the field. It can also provide a competitive advantage in the job market and may lead to increased earning potential. Overall, the PHR certification is a valuable credential for those who are serious about advancing their careers in human resources management.

The HRCI PHR Exam covers a wide range of topics related to human resource management, including business management, talent acquisition and retention, employee relations, compensation and benefits, and HR development. Candidates are required to demonstrate their knowledge and expertise in each of these areas through a series of multiple-choice questions.

HRCI Professional in Human Resources Sample Questions (Q106-Q111):

NEW QUESTION # 106

Jane is preparing for an interview process for an open position within her company. Jane has prepared several questions for the interview. In her questions, Jane is careful not to ask all of the following questions, except for which one?

- A. Where are you from?
- B. How many children do you have?
- C. Our hours are from 8 AM to 5 PM. Can you meet this requirement of the position?
- D. What's your date of birth?

Answer: C

NEW QUESTION # 107

According to the Family and Medical Leave Act (FMLA), eligible employees may take leave to:

- A. Bond with a recently adopted child.
- B. Take a mother-in-law to chemotherapy.
- C. Care for a live-in significant other.
- D. Work and train with a therapy animal.

Answer: A

Explanation:

Under FMLA, eligible employees are entitled to take leave for bonding with a newly born, adopted, or foster child within one year of birth or placement. Care for a mother-in-law is typically not covered unless the individual qualifies as a parent under FMLA definitions.

Official Extract:

"Eligible employees may take FMLA leave for the birth of a child, adoption, foster care placement, or to care for a spouse, child, or parent with a serious health condition." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, FMLA Requirements)

NEW QUESTION # 108

Lucas has asked his manager to take time off from work because of a holiday his religion celebrates. Fran agrees but tells Lucas that he will be inspecting his project work to ensure that the work is accurate and not suffering because of the requested time off. This is an example of what?

- A. Religious persecution in the workforce
- B. Quality control
- C. Disparate treatment
- D. Perpetuating past discrimination

Answer: C

NEW QUESTION # 109

A manager overhears two employees discussing the possibility that one of them has a genetic disease. The manager:

- A. Should document discovery of the information for the employee's medical file.
- B. Did not violate any laws since the conversation was overheard unintentionally.
- C. Should report the conversation as a violation of GINA.
- D. Violated the Genetic Information Nondiscrimination Act (GINA) by listening to the conversation.

Answer: B

Explanation:

Unintentional overhearing of genetic information is not a violation of GINA if the manager did not actively solicit the information. However, employers must avoid further use or recording of the overheard data.

Official Extract:

"The inadvertent acquisition of genetic information, such as overhearing a conversation, does not violate GINA. However, the information must not be used or recorded." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Genetic Information Compliance)

NEW QUESTION # 110

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

Answer: B

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 # 111

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