Quiz 2026 HRCI PHR: Professional Valid Professional in Human Resources Dumps

STUDY GUIDE

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HRCI – PHR
Professional
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HRCI PHR (Professional in Human Resources) certification exam is a professional qualification designed to help HR professionals to prove their worth and capabilities to their employers. Professional in Human Resources certification exam is intended to test the competence of professionals in managing human resources through a rigorous assessment. PHR exam covers various competencies on human resources, including labor laws, recruitment, employee relations, and organizational development, among others.

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.

Earning the PHR Certification demonstrates a high level of competence and dedication to the HR field. It can open doors to new job opportunities, higher salaries, and increased credibility in the eyes of employers, colleagues, and clients. Professional in Human Resources certification is also an important step towards earning the more advanced SPHR (Senior Professional in Human Resources) certification, which requires more extensive experience and knowledge. Overall, the PHR certification is a valuable asset for anyone looking to advance their career in the field of human resources.

HRCI Professional in Human Resources Sample Questions (Q103-Q108):

NEW QUESTION # 103

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee. Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Behavioral control
- B. Financial control
- C. Type of relationship
- D. Locale of work performed

Answer: D

NEW QUESTION # 104

When training new supervisors, which attribute of performance management best establishes working relationships with their employees?

- A. Coordinating production meetings
- B. Conducting departmental training
- C. Clarifying work expectations
- D. Providing multirater feedback

Answer: C

Explanation:
Clearly clarifying work expectations is fundamental for new supervisors to set the tone for performance, accountability, and trust-building with their teams. Employees are more engaged when they understand their roles and how they contribute to organizational goals.
Official Extract:
"Effective performance management begins with clear communication of performance standards and job expectations, creating transparency and strengthening employee-supervisor relationships." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Performance Management Principles)

NEW QUESTION # 105

What of the following statements defines total rewards?

- A. It is the compensation and the benefits a person earns.
- B. It is the total amount of pay a person earns per year.
- C. It is the compensation a person earns for their time.
- D. It is the amount of pay a person earns per hour.

Answer: A

NEW QUESTION # 106

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

- A. Helps organization to achieve improvement in key performance measures
- B. Enhances employees focus and awareness
- C. Employees are paid on the basis of group performance rather than individual performance

- D. Aligns employees to organization goals

Answer: A,B,D

NEW QUESTION # 107

As an HR Professional you should be familiar with the terminology, practices, and rules governing union- based strikes. What term is assigned to a group of employees who are not directly affected by a group of striking employees, but they choose not to cross a picket line of strike?

- A. Sympathy strike
- B. Wildcat strikes
- C. Scabs
- D. Common situs picketing

Answer: A

NEW QUESTION # 108

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