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PHR Practice Exam

1. Which of the following forecasting methods relies on collecting independent evaluations from experts and summarizing the information?
A. Assessment center
B. Nominal group technique
C. Time-series analysis
D. Delphi technique: D. Delphi technique
2. Utilizing employee skills to keep or gain a competitive advantage is known as:
A. succession planning.
B. forecasting.
C. strategic management.
D. benchmarking.: C. strategic management.
3. Which organizational structure best suits a business with numerous offices and distribution centers?
A. Product
B. Hierarchical
C. Hybrid
D. Geographic: D. Geographic
4. A project is expected to net \$600,000 in income with project costs of \$350,000. What is the expected ROI for this project?

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do not pass the PHR test on their first attempt.

HRCI Professional in Human Resources Sample Questions (Q37-Q42):

NEW QUESTION # 37

Which of the following is the benefit of including at-will employment language in a written offer letter?

- A. Protects intellectual property
- B. Defines performance standards
- **C. Limits legal liability**
- D. Creates contractual agreement

Answer: C

Explanation:

Including at-will employment language in offer letters limits legal liability by clearly stating that employment can be terminated by either party at any time, with or without cause, preventing misunderstandings about job security.

Official Extract:

"Including at-will disclaimers in employment communications limits liability by clarifying that no implied promises of continued employment exist." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Employment-at- Will Doctrine)

NEW QUESTION # 38

If a union wants to organize, it typically moves through five steps to the organizing process. Which one of the following is not one of the five stages of unionization of work force?

- **A. The financing**
- B. Obtaining recognition
- C. The campaign
- D. The election

Answer: A

NEW QUESTION # 39

Which of the following recruitment sources should be eliminated as the most significant cost-saving measure?

- **A. Staffing agencies**
- B. Employee referrals
- C. Internal postings
- D. Career fairs

Answer: A

Explanation:

Staffing agencies typically charge high fees (20-30% of an employee's annual salary) for placements.

Eliminating agency use can save significant recruiting costs, making it a major cost-saving measure if feasible.

Official Extract:

"Reducing reliance on external agencies helps lower recruitment costs significantly, especially when internal sourcing strategies can fill roles effectively." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Recruitment Cost Management)

NEW QUESTION # 40

Employees must be taxed on employer-paid premiums of life insurance over what amount?

- A. \$25,000
- B. 1× an employee's salary
- C. 5× an employee's salary

- D. \$50,000

Answer: D

Explanation:

Under IRS regulations, if an employer provides group-term life insurance coverage in excess of \$50,000, the cost of coverage above that threshold is considered taxable income to the employee.

Official Extract:

"Employer-paid group-term life insurance exceeding \$50,000 in coverage must be reported as taxable income to employees under IRS rules." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Benefits Taxation Compliance)

NEW QUESTION # 41

If an employee wants to participate in a union, they'll often have union dues to pay. The employer is obligated to deduct the payment from the employee's paycheck and give it to the union only if which condition is met?

- A. The person requesting for the union dues deduction must make the request in writing.
- B. The person requesting for the union dues deduction must be employed for more than 90 days.
- C. The person requesting for the union dues deduction must be employed for more than 120 days.
- D. The union representative must contact the employer and verify the request on behalf of the employee.

Answer: A

NEW QUESTION # 42

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