

# Quiz HRCI Marvelous Relevant PHR Questions

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## PHR 2024 HRCI Practice Test I Questions and Answers 100% Verified by Expert | Updated 2024

A primary step in developing an employee's ability to make ethical decisions is: - ANSWER  Identifying ethical issues employees encounter

Which of the following HR practices is likely to be used by an organization following a differentiation strategy? - ANSWER  Knowledge-based pay

The culture of an organization is most impacted by: - ANSWER  The behavior of its leaders

HR executives have risen in stature in many corporations based on: - ANSWER  Ability to demonstrate impact on the bottom line

What is the first step in developing an organization's HR budget? - ANSWER  Understanding the organization's goals and priorities

Which of the following activities is considered a strategic role of human resource management? - ANSWER  Developing career plans and succession charts

Which of the following has typically been the most popular and most successful strategy for supporting, modifying or stopping proposed political action? - ANSWER  Direct Lobbying

An HR Manager proposes the building of a new training facility. In order to demonstrate the financial impact on the operation to management, the HR manager should: - ANSWER  Show how productivity gains can be achieved

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To be eligible for the PHR certification, candidates must meet specific education and experience requirements. They must have a minimum of two years of professional HR experience, or one year of experience with a master's degree in HR or a related field. Additionally, candidates must hold a high school diploma or equivalent. Professional in Human Resources certification exam consists of 175 multiple-choice questions and takes approximately 3 hours to complete.

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### HRCI Professional in Human Resources Sample Questions (Q104-Q109):

#### NEW QUESTION # 104

You are a HR Professional for your organization and you're coaching Thomas on human resources practices, particularly the role of the HR Professional in strategic planning. You tell Thomas the importance of vision, mission, and values of an organization. Thomas asks what the difference is between vision and mission. Which one of the following best describes the difference between vision and mission for an organization?

- A. A vision is the purpose of a company. A mission is the task the organization aims to accomplish.
- B. A vision describes the organization's role, what the organization is, and what the organization may aspire to be. A mission describes what the organization will definitely become.
- C. **A vision describes an organization's role, what the organization is, and what the organization wants to become. A mission describes the organization's purpose for being.**
- D. A vision describes the future of the organization while a mission describes the goals of the organization.

**Answer: C**

#### NEW QUESTION # 105

You are the HR Professional for your organization and you have been asked to hire a project manager. The average market salary for the project management position, you have available is \$87,500. Which one of the following salaries would be indicative of lagging the market?

- A. \$88,000
- B. \$87,500
- C. \$101,000
- D. **\$79,000**

**Answer: D**

#### NEW QUESTION # 106

The Federal Labor Standards Act is something that all HR Professionals should be familiar with. This act clearly defines four areas that affect all employees. Which one of the following is not one of the four areas of employment covered by this act?

- A. Overtime
- B. Record keeping
- C. Minimum wage
- D. **Commissions, royalties, and tips**

**Answer: D**

#### NEW QUESTION # 107

There are seven stages of internal consulting that a HR Professional must be familiar with. Consider this scenario: Mark is a HR Professional for his organization. He is meeting with Tammy and Tammy's supervisor Eric to learn about a conflict between Tammy

and Eric. Mark wants to understand both parties before addressing the scenario. Which of the seven stages is Mark, Tammy, and Eric participating in?

- A. Developing recommendations
- B. Gaining agreement to the project plan
- C. Exploring the situation
- D. Implementing

**Answer: C**

## NEW QUESTION # 108

Management and union representatives are working through a collective bargaining agreement. What term is used in this process to describe arbitration that is used to resolve conflicts around contract language in the collective bargaining agreement?

- A. Ad hoc arbitration
- **B. Interest arbitration**
- C. Decisions
- D. Permanent arbitration

**Answer: B**

### Explanation:

### Explanation/Reference:

## NEW QUESTION # 109

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