Test PHR Assessment | PHR Valid Exam Blueprint

PHR Exam Outline

Content Areas	Percentage of Examination
1. Business Management	14%
2. Workforce Planning and Talent Acquisition	14%
3. Learning and Development	10%
4. Total Rewards	15%
5. Employee Engagement	17%
6. Employee and Labor Relations	20%
7. HR Information Management	10%

M⊘metrix TEST PREPARATION

Time limit: 2 hours

Total questions: 115

Question format: Multiple-choice

Delivery format: Computer-delivered

Itexamguide have a huge senior IT expert team. They use their professional IT knowledge and rich experience to develop a wide range of different training plans which can help you pass HRCI certification PHR exam successfully. In Itexamguide you can always find out the most suitable training way for you to pass the exam easily. No matter you choose which kind of the training method, Itexamguide will provide you a free one-year update service. Itexamguide's information resources are very wide and also very accurate. When selecting Itexamguide, passing HRCI Certification PHR Exam is much more simple for you.

To be eligible to take the PHR exam, candidates must have at least two years of professional HR experience or a master's degree in HR. PHR exam is computer-based and takes three hours to complete. PHR exam consists of 175 multiple-choice questions, and the passing score is 500 out of 700.

Difficulty in writing the PHR Certification Exam

This exam is very difficult especially for those who have not on the job experience as a HRCI Certified Expert. Candidates can not pass this exam with only taking courses because courses do not provide the knowledge and skills that are necessary to pass this exam.

Itexamguide is the best platform for those who want to pass HRCI PHR with good grades in no time. Itexamguide provides the latest **HRCI PHR exam dumps** that will immensely help candidates to get good grades in their final HRCI PHR Exam. Itexamguide is one of the best study sources to provide the most updated HRCI PHR Dumps with our HRCI PHR Exam Questions PDF. Candidate can rest guaranteed that they will pass their HRCI PHR Exam on the first attempt. We will also save candidates valuable time. Itexamguide Dumps help to pass the exam easily.

Candidates can get all real questions from Itexamguide. One of the best parts is we also provide most updated HRCI Certified Expert Exam study materials and we also want a candidate to be able to access study materials easily whenever they want. So, We provide all our HRCI PHR exam questions in a very common PDF format that is accessible from all devices.

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PHR Valid Exam Blueprint & PHR Free Sample

For years our company is always devoted to provide the best PHR practice questions to the clients and help them pass the test PHR certification smoothly. Our company tried its best to recruit the famous industry experts domestically and dedicated excellent personnel to compile the PHR cram guide and serve for our clients wholeheartedly. Our company sets up the service tenet that customers are our gods and the strict standards for the quality of our PHR training materials.

HRCI PHR (Professional in Human Resources) Certification Exam is a widely recognized credential for HR professionals. Professional in Human Resources certification is designed to demonstrate competency in the field of human resources management and is awarded by the HR Certification Institute (HRCI). HRCI is a global organization that promotes excellence in the HR profession by providing education, certification, and networking opportunities to HR professionals.

HRCI Professional in Human Resources Sample Questions (Q57-Q62):

NEW QUESTION # 57
As an HR Professional you must be familiar with the strategic business management of your organization. Henry Fayol identified five functions of business management which still apply to businesses today. Which one of the following answers correctly identifies the five functions of a manager?

- A. To plan, to organize, to control, to propose, and to close
- B. Prevoyance, to organize, to command, to coordinate, and to control
- C. Initiating, planning, executing, controlling, and closing
- D. Prevoyance, to command, to execute, to close, and to control

Answer: B

NEW QUESTION # 58
Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Title VII of the Civil Rights Act of 1964
- B. Fair Labor Standards Act of 1958
- C. ADA and Rehabilitation Act of 2008
- D. ADEA of 1967

Answer: A

NEW QUESTION # 59
Which of the following is the best way in which auditory learning can be achieved?

- A. Overhead slides
- B. Role playing
- C. Storytelling
- D. Creating models

Answer: C

Explanation:
Auditory learners retain information best by hearing it. Storytelling engages listening skills, emotional memory, and allows auditory learners to better absorb and remember information.
Official Extract:
"Auditory learners benefit most from hearing information, making lectures, storytelling, discussions, and audio recordings effective instructional methods." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Learning Styles and Training Delivery)

NEW QUESTION # 60
Holly is the HR Professional for her organization and she's examining the type of exemptions for computer employees. What is the minimum rate that the computer employee must earn to be considered exempt?

- A. $17.03 per hour
- B. $31.23 perhour
- C. $27.63 per hour
- D. $45.33 per hour

Answer: C

NEW QUESTION # 61

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

Answer: B

NEW QUESTION # 62

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