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Preparation should be convenient and authentic so that anyone, be it a working person or a student, can handle the load. But now I have to tell you that all of these can be achieved in our PHR exam preparation materials. The exam preparation materials of BraindumpsVCE PHR are authentic and the way of the study is designed highly convenient. I don't think any other site can produce results that BraindumpsVCE can get. That is why I would recommend it to all the candidates attempting the PHR Exam to use PHR exam preparation materials.

HRCI PHR (Professional in Human Resources) Certification Exam is designed to test the knowledge and skills of HR professionals. Professional in Human Resources certification is widely recognized in the HR industry and demonstrates a commitment to the field of human resources. The PHR certification is ideal for those who are looking to advance their careers and increase their earning potential.

HRCI PHR exam consists of 175 multiple-choice questions, which must be completed within a four-hour time frame. PHR Exam covers a wide range of topics related to HR management, including strategic planning, workforce planning and employment, human resource development, total rewards, employee and labor relations, and risk management. To be eligible to take the exam, candidates must have at least two years of professional HR experience, or a combination of education and experience.

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HRCI Professional in Human Resources Sample Questions (Q46-Q51):

NEW QUESTION # 46

The most effective employment brands:

- A. Vary throughout the year with the hiring cycle
- **B. Encompass the entire employment life cycle**
- C. Focus on retention rather than recruitment
- D. Focus on recruitment rather than retention

Answer: B

Explanation:

The best employment brands cover the entire employment life cycle, from recruitment through onboarding, development, engagement, and retention - reinforcing a consistent organizational image throughout an employee's journey.

Official Extract:

"Strong employment brands address all stages of the employee lifecycle to enhance attraction, engagement, development, and retention." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Employment Branding)

NEW QUESTION # 47

You are a HR Professional for your organization and you're preparing your team for a series of interviews.

You want the team to be familiar with the validity types you'll use and encourage in the series of interviews.

One of the requirements in the interview process for a graphic designer is, for the graphic designer to use a software program and to create a simple brochure. This is an example of what type of validity?

- **A. Content validity**
- B. Construct-related validity
- C. Criterion-related validity
- D. Predictive validity

Answer: A

NEW QUESTION # 48

Which of the following promotes an effective coaching relationship? (Select TWO options.)

- A. Addressing performance issues in a team environment
- **B. Preparing for the session and eliminating interruptions**
- C. Engaging in social activities outside of work
- D. Ensuring accuracy of training materials
- **E. Listening carefully to the employee's challenges**

Answer: B,E

Explanation:

Effective coaching relationships are built on being prepared, ensuring a distraction-free environment, and listening actively to the employee's concerns. These build trust and openness.

Official Extract:

"Successful coaching involves active listening, preparation, minimizing interruptions, and creating a supportive environment to facilitate honest discussion." (Source: HRCI PHR Content Outline 2024-2025, Learning and Development Section, Coaching and Mentoring Skills)

NEW QUESTION # 49

Frank is an employee at the HBF Corporation, and he has recently been terminated because of poor company income. Frank visits the company's blog and saw a comment from his manager, which says, "We had to let Frank go today because he kept screwing up sales order. He's incompetent!" This is an example of which one of the following?

- **A. Libel**

- B. Freedom of speech
- C. Slander
- D. Termination evidence

Answer: A

NEW QUESTION # 50

It is legal to deduct money from an exempt employee's paycheck for which of the following reasons? (Select TWO options.)

- A. Habitual tardiness
- **B. Court-ordered child support**
- C. Pending litigation costs
- **D. Social Security (US) withholding**
- E. Replacing broken equipment

Answer: B,D

Explanation:

Legally, deductions like Social Security and court-ordered child support are permissible under wage and hour laws. Unauthorized deductions could risk jeopardizing the employee's exempt status under FLSA.

Official Extract:

"Mandatory deductions such as taxes and court-ordered garnishments are lawful and do not affect an employee's exempt status under the FLSA." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, Payroll Compliance)

NEW QUESTION # 51

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Our PHR exam questions just focus on what is important and help you achieve your goal. With high-quality PHR guide materials and flexible choices of learning mode, they would bring about the convenience and easiness for you. Every page is carefully arranged by our experts with clear layout and helpful knowledge to remember. In your every stage of review, our PHR practice prep will make you satisfied.

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