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PHR EXAM REVIEW & STUDY GUIDE

**MOST COMPREHENSIVE HANDBOOK TO PASSING
THE PROFESSIONAL HUMAN RESOURCES EXAM**



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HRCI PHR (Professional in Human Resources) Exam is a certification exam designed for human resource professionals who want to demonstrate their knowledge, skills, and abilities in the field of HR. PHR exam is administered by the HR Certification Institute (HRCI), a globally recognized organization that offers certifications for HR professionals. The PHR Exam is one of the most sought-after certifications in the HR industry and is recognized by employers worldwide.

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Earning a PHR certification can be a significant asset to HR professionals looking to advance their careers. Professional in Human Resources certification demonstrates a commitment to the HR profession, validates expertise in HR practices, and can lead to increased job opportunities and higher salaries. Additionally, maintaining the PHR Certification requires ongoing professional development, ensuring that certified professionals stay current with the latest HR trends and practices.

HRCI Professional in Human Resources Sample Questions (Q16-Q21):

NEW QUESTION # 16

There are seven stages of internal consulting that an HR Professional must be familiar with. Consider this scenario: Frances has developed an HR training plan for her organization. The plan is comprehensive, aggressive, and will provide organizational development for all levels of employees in the company. Frances is presenting her plan to her organization's management. What level of internal consulting is Frances participating in?

- A. Reviewing, transitioning, and evaluating the project
- B. Exploring the situation
- C. Presenting the findings and recommendations
- **D. Gaining agreement to the project plan**

Answer: D

NEW QUESTION # 17

Which of the following is the process of systematically determining a relative internal value of a job in an organization?

- **A. Job evaluation**
- B. Gainsharing
- C. Broadbanding
- D. SWOT Analysis

Answer: A

NEW QUESTION # 18

What is the compa-ratio for an employee that earns \$75,000 per year, but the midpoint for the role is \$85,000 per year?

- A. 113 percent
- B. 1:88
- **C. 88 percent**
- D. \$10,000 difference

Answer: C

NEW QUESTION # 19

You are a HR Professional for your organization and you're educating your staff on the Pregnancy Discrimination Act. Which one of the following statements about the Pregnancy Discrimination Act is not true?

- A. If an employer provides any benefits to workers on leave, the employer must provide the same benefits for those on leave for pregnancy-related conditions.

- Answer: B**

The most effective employment brands:

- Answer: C**

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 # 21

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