

# Pass Guaranteed 2025 HRCI PHR: Latest Professional in Human Resources Reliable Test Syllabus

## **HRCI- SPHR PRACTICE EXAM 2024\2025 | GUARANTEED PASS!!**

One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

- A. Charismatic leadership
- B. Transactional leadership
- C. Laissez-faire leadership
- D. Authoritarian leadership - ACCURATE ANSWERS ✓✓ B.

Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

- A. Intimate partner violence
- B. Unlawful treatment
- C. Sexual harassment
- D. None, because it's consensual - ACCURATE ANSWERS ✓✓ C.

Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

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HRCI PHR Certification Exam is intended for mid-level HR professionals with two to four years of experience in the field. PHR exam is computer-based and consists of 175 multiple-choice questions. The time allotted for the exam is three hours, and the passing score is 500 out of 700.

>> PHR Reliable Test Syllabus <<

## **HRCI PHR Valid Test Test | Reliable PHR Test Sample**

The HRCI PHR certification examination is an essential component of professional development, and passing this HRCI PHR test can increase career options and a rise in salary. Nonetheless, getting ready for the Professional in Human Resources (PHR) exam

may be difficult, and many working professionals have trouble locating the HRCI PHR practice questions they need to succeed in this endeavor.

HRCI PHR (Professional in Human Resources) Exam is a certification designed for professionals who want to excel in the field of human resources. PHR exam is offered by the HR Certification Institute (HRCI), one of the leading organizations in the HR industry. The PHR Certification is a globally recognized credential that demonstrates an individual's mastery of HR knowledge and skills. It is a valuable asset for HR professionals who want to advance their careers and increase their earning potential.

## **HRCI Professional in Human Resources Sample Questions (Q42-Q47):**

### **NEW QUESTION # 42**

A full-time nonexempt employee is required to travel on weekends. The hours spent traveling are:

- A. Considered non-compensable.
- **B. Treated as regular time worked.**
- C. Paid out as a bonus.
- D. Covered by a per diem.

**Answer: B**

Explanation:

Under the Fair Labor Standards Act (FLSA), travel time that occurs during an employee's normal working hours, including weekends, must be counted as compensable work time. Travel as part of an employee's principal activity (like to a job site) is considered working time.

Official Extract:

"Time spent traveling during normal work hours is considered compensable work time under the Fair Labor Standards Act, even if it falls on a non-regular workday such as Saturday or Sunday." (Source: HRCI PHR Content Outline 2024-2025, Total Rewards Section, FLSA Compliance)

### **NEW QUESTION # 43**

Gary is an HR Professional for his organization that has several federal contracts of \$100,000 or more. His organization, as required by VEVRAA, files what form by September 30 each year, which provides the details of the veterans employed by the federal contractor?

- A. Gary must file the EEO-VETS form
- **B. Gary must file the VETS-100 form**
- C. Gary must file the EEO-1 report
- D. Gary must file the VEVRAA ACT-1 report

**Answer: B**

### **NEW QUESTION # 44**

As an HR Professional you must be familiar with particular labor-based acts of congress. One such act is the Taft-Hartley Act which addressed right-to-work states and unions. What does right-to-work states mean for unions and employees?

- A. Union conducts the hiring process for an organization.
- B. Employees must join the union in order to work.
- **C. Employees are not required to join a union to work.**
- D. An organization can fire employees if they're members of a union.

**Answer: C**

### **NEW QUESTION # 45**

Sally is an HR Professional for an organization and she's working with Holly another HR Professional. Holly is concerned with effectiveness of a new policy. Sally is concerned with the efficiency of the new policy. What is the difference between effectiveness and efficiency?

- A. Efficiency is knowing what to do. Effectiveness is doing what you know you should.
- B. These are the same values in human resources.
- C. Efficiency is being effective when doing things. Effectiveness is doing the right things efficiently.
- D. Efficiency is doing things right. Effectiveness is doing the right things.

Answer: D

#### NEW QUESTION # 46

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company
- B. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- C. This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964
- D. This is an example of a violation of the Title VII of the Civil Rights Act of 1964

Answer: C

#### NEW QUESTION # 47

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