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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.

HRCI Professional in Human Resources Sample Questions (Q62-Q67):

NEW QUESTION # 62

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which one of the following is not one of the four dimensions of organizational culture?

- A. Values
- B. Heroes
- C. Joy
- D. Rites and Rituals

Answer: C

NEW QUESTION # 63

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. This adverse impact lawsuit determined that discrimination need not be deliberate or observable to be real. Employees were segregated by race and were allowed to work only in the lowest paid position. What lawsuit is described?

- A. Albemarle Paper versus Moody, 1975
- B. Griggs versus Duke Power, 1971
- C. Washington versus Davis, 1976
- D. McDonnell Douglas Corp. versus Green, 1973

Answer: B

Explanation:
Explanation/Reference:

NEW QUESTION # 64

The Pregnancy Discrimination Act of 1978 prohibits employers from discriminating against employees on the basis of pregnancy, child birth, or other related medical conditions. This law affects organizations having what minimum number of employees?

- A. This law only addresses federal government employees
- B. Organizations with 15 or more employees
- C. Organizations with 100 or more employees
- D. All organizations with employees must abide by this law

Answer: B

NEW QUESTION # 65

A primary advantage to using employee candidate referrals is that it:

- A. Improves the employee retention rate greatly.
- B. Tends to create a homogeneous workforce.
- C. Increases competition among employees.
- D. Requires retraining of self-directed work teams.

Answer: A

Explanation:
Candidate referrals generally increase retention rates because referred candidates tend to better understand the culture, have more realistic expectations, and feel more connected. However, employers must also be cautious about inadvertently limiting diversity.
Official Extract:
"Employee referral programs improve retention metrics due to pre-existing cultural alignment and realistic job previews, often reducing turnover rates and onboarding time." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Recruitment Strategies)

NEW QUESTION # 66

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

Answer: C

NEW QUESTION # 67

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