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Earning the PHR certification demonstrates a high level of competence and dedication to the HR field. It can open doors to new job opportunities, higher salaries, and increased credibility in the eyes of employers, colleagues, and clients. Professional in Human Resources certification is also an important step towards earning the more advanced SPHR (Senior Professional in Human Resources) certification, which requires more extensive experience and knowledge. Overall, the PHR Certification is a valuable asset for anyone looking to advance their career in the field of human resources.

HRCI Professional in Human Resources Sample Questions (Q44-Q49):

NEW QUESTION # 44

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. 88 percent
- B. 1:88
- C. \$10,000 difference

- D. 113 percent

Answer: A

NEW QUESTION # 45

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. What is the zipper clause in regard to negotiations?

- A. Items in a management-union contract can be "zipped" open and closed as often as necessary.
- B. Management is locked out of union meetings.
- C. Management and union representations are locked out of union employee meetings.
- D. Items in a management-union contract are "zipped" closed, once the agreement is signed by both parties.

Answer: D

NEW QUESTION # 46

Stress is often a significant issue in workplaces. Author Ravi Tangri asserts that stress costs organizations up to \$300 billion per year. Which one of the following stresses is the largest contributor to organizational cost of waste?

- A. Absenteeism
- B. Turnover
- C. Drug plan costs
- D. Workplace accidents

Answer: D

NEW QUESTION # 47

There are four components of the HR Impact Model, which affect how a HR Professional may operate within a given environment. Which one of the following is NOT a component of the HR Impact Model?

- A. Client
- B. Catalyst
- C. Programs and processes
- D. Consultation

Answer: A

NEW QUESTION # 48

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. What is the zipper clause in regard to negotiations?

- A. Items in a management-union contract can be "zipped" open and closed as often as necessary.
- B. Management is locked out of union meetings.
- C. Management and union representations are locked out of union employee meetings.
- D. Items in a management-union contract are "zipped" closed, once the agreement is signed by both parties.

Answer: D

NEW QUESTION # 49

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