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The PHR certification is intended for human resource professionals who have experience in the field and are looking to enhance their knowledge and skills. It is also suitable for those who are looking to transition into a career in human resources. PHR exam is rigorous and covers a wide range of topics, including employment laws, workforce planning and development, HR strategies, and ethics. Earning the PHR Certification can provide professionals with a competitive advantage in the job market, as it demonstrates their commitment to the field and their ability to meet high standards of excellence.

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Similarly, this desktop Professional in Human Resources (PHR) practice exam software of BraindumpsVCE is compatible with all Windows-based computers. You need no internet connection for it to function. The Internet is only required at the time of product license validation. BraindumpsVCE provides 24/7 customer support to answer any of your queries or concerns regarding the Professional in Human Resources (PHR) certification exam. They have a team of highly skilled and experienced professionals who have a thorough knowledge of the Professional in Human Resources (PHR) exam questions and format.

To be eligible for the HRCI PHR certification exam, candidates must have a minimum of two years of professional HR experience. Candidates can also become eligible by obtaining a master's degree in HR or a related field, or by obtaining HR certification from another recognized organization. The PHR certification exam covers a wide range of HR topics, including employment law, talent acquisition and retention, performance management, compensation and benefits, and employee relations.

Introduction to PHR Certification Exam

The PHR certification is designed for those whose main occupation is human resources procedures and operations. This basic-level mainly certifies those who focus on the logistics of implementing a human resources program within a company and report to another human resources specialist. The accreditation body is the Human Resources Certification Institute, which has certified more than 120,000 human resources professionals since 1976. The institute also offers senior professionals human resources skills for those with more experience and greater responsibilities. When a PHR qualifies for SPHR credentials, the higher credentials replace PHR.

HRCI Professional in Human Resources Sample Questions (Q92-Q97):

NEW QUESTION # 92

Herb is the HR Professional for his organization. He is preparing to hire a new employee, Hans, to the firm. Herb has asked Hans to agree, in writing, to mandatory arbitration as part of the employment offer. What does this agreement mean?

- A. It means that Herb's firm can research Hans to determine if he's had any lawsuits.
- B. It means that Hans cannot work for competitors without the written permission of the employer.
- C. It means that Hans and the organization must settle all disputes, if any arise, through a neutral third party rather than through a lawsuit.
- D. It means that Hans must file all legal complaints with the organization's attorney, before filing a lawsuit against the organization.

Answer: C

NEW QUESTION # 93

As an HR Professional you must be familiar with the strategic business management of your organization.

Henry Fayol identified five functions of business management which still apply to businesses today. Which one of the following answers correctly identifies the five functions of a manager?

- A. Prevoyance, to organize, to command, to coordinate, and to control
- B. Prevoyance, to command, to execute, to close, and to control
- C. To plan, to organize, to control, to propose, and to close
- D. Initiating, planning, executing, controlling, and closing

Answer: A

NEW QUESTION # 94

A receptionist has a need for intermittent leave of absence. Which of the following staffing methods would be most cost-effective to fill the vacancy?

- A. Seasonal worker
- B. Full-time transfer
- C. Intern program
- D. On-call employee

Answer: D

Explanation:

Using an on-call employee provides flexibility and cost efficiency to cover intermittent absences without the commitment of hiring a full-time replacement or seasonal worker. It ensures minimal disruption with lower costs.

Official Extract:

"On-call staffing provides flexible coverage for short-term or intermittent workforce needs, minimizing costs associated with traditional hiring methods." (Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Flexible Staffing Strategies)

NEW QUESTION # 95

You are leading a brief presentation for your company about the ERISA program your company participates in. What is ERISA used for?

- A. It protects the interests of those who participate in employee benefit plans
- B. It allows private organizations to create investments for workers in profit-sharing plans
- C. It protects the workers of employee compensation plans
- D. It protects private organizations that have profit sharing plans for employee compensation

Answer: A

NEW QUESTION # 96

Herb is the HR Professional for his organization. He is preparing to hire a new employee, Hans, to the firm.

Herb has asked Hans to agree, in writing, to mandatory arbitration as part of the employment offer. What does this agreement mean?

- A. It means that Herb's firm can research Hans to determine if he's had any lawsuits.
- B. It means that Hans and the organization must settle all disputes, if any arise, through a neutral third party rather than through a lawsuit.
- C. It means that Hans cannot work for competitors without the written permission of the employer.
- D. It means that Hans must file all legal complaints with the organization's attorney, before filing a lawsuit against the organization.

Answer: B

NEW QUESTION # 97

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