

PHR Reliable Learning Materials - PHR Valid Practice Questions

PHR Practice Exam Questions and Answers Graded A 2024

Which of the following forecasting methods relies on collecting independent evaluations from experts and summarizing the information?

- A. Assessment center
- B. Nominal group technique
- C. Time-series analysis
- D. Delphi technique - D. Delphi technique

Utilizing employee skills to keep or gain a competitive advantage is known as:

- A. succession planning.
- B. forecasting.
- C. strategic management.
- D. benchmarking. - C. strategic management.

Which organizational structure best suits a business with numerous offices and distribution centers?

- A. Product
- B. Hierarchical
- C. Hybrid
- D. Geographic - D. Geographic

A project is expected to net \$600,000 in income with project costs of \$350,000. What is the expected ROI for this project?

- A. 57%
- B. 72%
- C. 171%
- D. 277% - C. 171%

Which of the following statements is true regarding a cash flow statement?

- A. Due to timing of cash transactions, it is a mix of current and previous years' transactions.
- B. It only includes the cash transactions from the year in which it is prepared.
- C. Cash flowing out in a given period equals the amount recorded in accounts payable.
- D. Cash flowing in during a given period equals sales plus accounts receivable. - A. Due to timing of cash transactions, it is a mix of current and previous years' transactions.

A group process for organizational diagnosis is used when:

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HRCI Professional in Human Resources Sample Questions (Q106-Q111):

NEW QUESTION # 106

Which of the following is a communication that damages an individual's reputation in the community, preventing them from obtaining employment?

- A. Duty of loyalty
- **B. Defamation**
- C. Constructive discharge
- D. Gainsharing

Answer: B

NEW QUESTION # 107

Jan is the HR Professional for your organization. An employee within the organization has filed a charge with the EEOC that discrimination has been done by your organization against her. The EEOC has investigated the case and has found that there is no reasonable cause against your company. The person filing the charge, however, still believes that discrimination has occurred. How long does this person have, to file a lawsuit against your company?

- **A. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 90 days of the EEOC's findings.**
- B. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 30 days of the EEOC's findings.
- C. Once the EEOC has found that there is no reasonable cause, the complainant cannot file a lawsuit to sue.
- D. Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 180 days of the EEOC's findings.

Answer: A

NEW QUESTION # 108

John is the HR Professional for his organization. He is interviewing Sally for a sales position and he has asked Sally to provide an instance of how she worked with a tough customer in the past, how Sally resolved the situation, and what the outcome of the experience was. This is what type of interviewing technique?

- A. Prescreen interview
- B. Stress interview
- C. Directive interview
- **D. Behavior-based interview**

Answer: D

NEW QUESTION # 109

What benefit does a human resource information system (HRIS) deliver to an organization?

- A. Encourages collaboration among departments
- **B. Provides managers with important decision-making data**
- C. Keeps data secure by providing equal access to all employees
- D. Prevents the potential for security breaches by contingent workers

Answer: B

Explanation:

Official Extract:

NEW QUESTION # 110

- A. Addressing performance issues in a team environment
- B. Ensuring accuracy of training materials
- C. Engaging in social activities outside of work
- D. Preparing for the session and eliminating interruptions
- E. Listening carefully to the employee's challenges

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