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PHR 2024 HRCI Practice Test I Questions and Answers 100% Verified by Expert | Updated 2024

A primary step in developing an employee's ability to make ethical decisions is: - ANSWER ☒ Identifying ethical issues employees encounter

Which of the following HR practices is likely to be used by an organization following a differentiation strategy? - ANSWER ☒ Knowledge-based pay

The culture of an organization is most impacted by: - ANSWER ☒ The behavior of its leaders

HR executives have risen in stature in many corporations based on: - ANSWER ☒ Ability to demonstrate impact on the bottom line

What is the first step in developing an organization's HR budget? - ANSWER ☒ Understanding the organization's goals and priorities

Which of the following activities is considered a strategic role of human resource management? - ANSWER ☒ Developing career plans and succession charts

Which of the following has typically been the most popular and most successful strategy for supporting, modifying or stopping proposed political action? - ANSWER ☒ Direct Lobbying

An HR Manager proposes the building of a new training facility. In order to demonstrate the financial impact on the the operation to management, the HR manager should: - ANSWER ☒ Show how productivity gains can be achieved

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The Human Resource Certification Institute, also known as HRCI, is a highly-respected certifying body that offers various certification programs related to human resources management. Amongst these, the PHR (Professional in Human Resources) certification holds prominence and carries immense prestige in the HR industry. Professional in Human Resources certification validates the professional's mastery of HR practices and serves as a hallmark of their ability to plan, execute, and deliver HR initiatives effectively.

The PHR Exam is designed to test the knowledge of HR professionals in various areas such as talent acquisition, employee relations, compensation and benefits, and HR development. PHR exam consists of 175 multiple-choice questions and lasts for three hours. The questions are based on the HRCI's Body of Knowledge, which is a comprehensive guide that covers all the essential HR practices, principles, and concepts.

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Now there are many IT professionals in the world and the competition of IT industry is very fierce. So many IT professionals will choose to participate in the IT certification exam to improve their position in the IT industry. PHR Exam is a very important HRCI's certification exam. But if you want to get a HRCI certification, you must pass the exam.

HRCI PHR (Professional in Human Resources) Certification Exam is a globally recognized certification program for HR professionals. It is designed to test and validate the knowledge and skills of individuals in the field of human resources. The PHR Certification is considered the gold standard in the industry and is highly valued by employers worldwide.

HRCI Professional in Human Resources Sample Questions (Q36-Q41):

NEW QUESTION # 36

A summary of an organization's testing results is presented. Each applicant who passes the test is hired.

Test Results					
		African Americans	White	Hispanic	Total
Male	Pass	20	5	5	30
	Fail	30	10	10	50
Female	Pass	10	10	0	20
	Fail	20	10	10	40
Totals	Pass	30	15	5	50
	Fail	50	20	20	90

To determine the minimal selection rate for each protected group, the highest selection rate should be multiplied by:

- A. 50%
- B. 70%
- C. 75%
- D. 80%

Answer: D

Explanation:

This question refers to the 4/5ths Rule (or 80% Rule) from the Uniform Guidelines on Employee Selection Procedures (UGESP). It states that a selection rate for any protected group should be at least 80% (or 4/5) of the rate for the group with the highest selection rate.

Official Extract:

"The 4/5ths Rule (80% Rule) indicates adverse impact if the selection rate for a protected group is less than 80% of the rate for the most selected group."

(Source: HRCI PHR Content Outline 2024-2025, Talent Planning and Acquisition Section, Adverse Impact Analysis)

NEW QUESTION # 37

Which of the following are non-monetary rewards that a company can provide to its employees?

- A. Recognition
- B. Opportunity to learn
- C. Flexible hours
- D. Cash compensation

Answer: A,B,C

NEW QUESTION # 38

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

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

Answer: C

NEW QUESTION # 39

Which of the following is the most common way the security of personnel files is breached?

- A. Employees look at paper files left on a desk.
- B. HRIS employees access online records.
- C. Disgruntled HR staff take records home with them.
- D. Cleaning staff recover data from the trash.

Answer: A

Explanation:

Leaving confidential employee information unsecured - such as paper files left on desks - is the most common breach of personnel file security. Even innocent access by unauthorized employees can lead to privacy violations under HIPAA and confidentiality policies.

Official Extract:

"Physical security protocols must be enforced to protect paper-based employee records. Common breaches occur when documents are left unattended in open office spaces, resulting in unauthorized viewing." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Data Privacy and Security)

NEW QUESTION # 40

As a HR Professional you must understand the laws and regulations, which affect employee compensation. If a non-exempt employee works more than 40 hours per week, what is their overtime pay rate?

- A. 50 percent of their base pay
- B. It depends on the state where the employee is employed
- C. 150 percent of their base pay
- D. Non-exempt employees do not receive overtime pay

Answer: C

NEW QUESTION # 41

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