

HRCI PHR

HRCI HR PROFESSIONAL CERTIFICATION QUESTIONS & ANSWERS

Details of the Exam-Syllabus-Questions

PHR

[HRCI Professional in Human Resources \(PHR\)](#)

175 Questions Exam – 500 / 700 Cut Score – Duration of 180 minutes

www.ProcessExam.com

Table of Contents

Get an Overview of the PHR Certification:	3
Why Should You Earn the HRCI PHR Certification?	3
What Is the HRCI PHR HR Professional Certification Exam Structure?.....	4
Enhance Knowledge with PHR Sample Questions:	4
What Study Guide Works Best in Acing the HRCI PHR HR Professional Certification?.....	7
Explore the Syllabus Topics and Learn from the Core:	7
Make Your Schedule:	7
Get Expert Advice from the Training:	7
Get Access to the PDF Sample Questions:	7
Avoid Dumps and Utilize the HRCI PHR Practice Test:.....	8

Get an Overview of the PHR Certification:

Who should take the [PHR exam](#)? This is the first question that comes to a candidate's mind when preparing for the HR Professional certification. The PHR certification is suitable for candidates who are keen to earn knowledge on the Human Resources and grab their HRCI Professional in Human Resources (PHR). When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But PHR study guide PDF is here to solve the problem. PHR PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

Why Should You Earn the HRCI PHR Certification?

There are several reasons why one should grab the PHR certification.

- The HR Professional certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [HRCI Professional in Human Resources \(PHR\)](#) is a powerful qualification for a prosperous career.

What Is the HRCI PHR HR Professional Certification Exam Structure?

Exam Name	HRCI Professional in Human Resources
Exam Code	PHR
Exam Fee	USD \$395
Application Fee	USD \$100
Exam Duration	180 Minutes
Number of Questions	175
Passing Score	500 / 700
Format	Multiple Choice Questions
Books / Trainings	Preparation
Schedule Exam	PROMETRIC
Sample Questions	HRCI HR Professional Exam Sample Questions and Answers
Practice Exam	HRCI Professional in Human Resources (PHR) Practice Test

Enhance Knowledge with PHR Sample Questions:

Question: 1

During a training session, a colleague says, “This is really similar to the software I developed at XYZ company ten years ago.”

Which principle of Malcolm Knowles’ adult learning theory is best expressed by this statement?

- a) Relevancy
- b) Self-direction
- c) Adult learner experience
- d) Mutual respect

Answer: c

Question: 2

The process that systematically surveys and interprets relevant and external data about the economy, government, laws, and demographic factors to identify external opportunities and threats is called what?

- a) Human resource audit
- b) Environmental scanning
- c) Employee engagement survey
- d) Equal employment opportunity (EEO) analysis

Answer: b**Question: 3**

Which is not one of the leadership practices that Kouzes and Posner identify for effective leadership?

- a) Enable
- b) Persuade
- c) Model
- d) Encourage

Answer: b**Question: 4**

Besides the monetary investment made in an employee, what is the greatest drawback of employee turnover?

- a) Loss of knowledge, skills, and abilities.
- b) New employees will need to be hired, causing a burden to the HR department.
- c) The loss of that employee will impact the morale of the whole team.
- d) New employees will need more intense supervision, therefore causing additional time and resources for the organization.

Answer: a**Question: 5**

Which two fields in applicant tracking systems should not be shared with hiring managers?

- a) Applicant's age
- b) Applicant's self-identification of race and sex
- c) Applicant's desired compensation
- d) Applicant's self-identification of disabled and veteran status

Answer: b, d

Question: 6

In calculating regular wages, in what situations must the accounting manager pay all nonexempt employees?

- a) The employee arrives to work an hour early in an effort to beat the traffic.
- b) Commuting time to and from the office.
- c) Pay wages 8–9 a.m. (shift starts at 10 a.m.) due to time spent waiting to hear whether the company will be open due to a snow storm.
- d) Pay wages 8–9 a.m. (shift starts at 8 a.m.) due to time spent waiting for the product to arrive to be able to inspect it.

Answer: d

Question: 7

Which of the following two benefits are taxable?

- a) Disability benefits when employer pays the premium
- b) Employee-paid disability benefits when purchased with after-tax dollars
- c) Base pay
- d) Work-related company vehicle use

Answer: a, c

Question: 8

Is it possible for employment policies (as laid out in the employee handbook) to take precedence over union contracts?

- a) If there is a conflict between the union contract and the employer's policies, the contract will always win.
- b) If a conflict arises, then the policy will always prevail.
- c) Whenever there are different provisions in a union contract and employer policy, the differences must be arbitrated to resolution.
- d) It is up to the manager of the unit involved to determine which will be applied in a given situation.

Answer: a

Question: 9

Which of the following best describes individuals who may have the qualifications for a job but are not actively looking for job opportunities?

- a) A manager
- b) Passive candidates
- c) An employee
- d) Active candidates

Answer: b

Question: 10

What HR data must be carefully accounted in order for public companies to comply with the Sarbanes-Oxley Act?

- a) Number of applicants
- b) Labor supply and demand
- c) Salaries, training costs, and paid time off
- d) Number of open enrollment participants

Answer: c

What Study Guide Works Best in Acing the HRCI PHR HR Professional Certification?

The PHR study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the HR Professional exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

Get Expert Advice from the Training:

Do not forget to join the HRCI PHR training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

Get Access to the PDF Sample Questions:

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

Avoid Dumps and Utilize the HRCI PHR Practice Test:

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, PHR practice tests always stand out to be the better choice than dumps PDF.

Avail the Proven PHR Practice Test for Success!!!

Do you want to pass the PHR exam on your first attempt? Stop worrying; we, ProcessExam.com are here to provide you the best experience during your HRCI Professional in Human Resources preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [PHR practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.