

# HRCI PHRca

**HRCI HR PROFESSIONAL IN HUMAN RESOURCES CERTIFICATION  
QUESTIONS & ANSWERS**

**Details of the Exam-Syllabus-Questions**

## **PHRCA**

**HRCI Professional in Human Resources - California**

**115 Questions Exam – 44% Cut Score**

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## Get an Overview of the PHRca Certification:

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

## Why Should You Earn the HRCI PHRca Certification?

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

- The HR Professional in Human Resources 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 - California](#) is a powerful qualification for a prosperous career.

## What Is the HRCI PHRca HR Professional in Human Resources Certification Exam Structure?

<b>Exam Name</b>	HRCI Professional in Human Resources - California
<b>Exam Code</b>	PHRca
<b>Exam Fee</b>	USD \$395
<b>Application Fee</b>	USD \$100
<b>Exam Duration</b>	135 Minutes plus 30 minutes administration time
<b>Number of Questions</b>	115
<b>Passing Score</b>	44
<b>Format</b>	Multiple Choice Questions
<b>Schedule Exam</b>	<a href="#">Pearson VUE</a>
<b>Sample Questions</b>	<a href="#">HRCI HR Professional in Human Resources Exam Sample Questions and Answers</a>
<b>Practice Exam</b>	<a href="#">HRCI Professional in Human Resources - California (PHRca) Practice Test</a>

# Enhance Knowledge with PHRca Sample Questions:

## Question: 1

Which state agency in California is responsible for enforcing wage and hour laws?

- a) California Department of Fair Employment and Housing (DFEH)
- b) California Department of Industrial Relations (DIR)
- c) California Employment Development Department (EDD)
- d) California Labor Commissioner's Office

**Answer: b**

## Question: 2

In the context of compensation, what does the term "base pay" refer to?

- a) Additional compensation provided based on performance
- b) The minimum wage required by law
- c) The fixed amount of money an employee receives for their work
- d) Overtime pay for non-exempt employees

**Answer: c**

## Question: 3

Under the Fair Labor Standards Act (FLSA), which of the following employees is generally exempt from overtime pay requirements?

- a) Non-exempt employees
- b) Salaried employees
- c) Part-time employees
- d) Unionized employees

**Answer: b**

## Question: 4

In California, what is the maximum duration for paid family leave benefits under the State Disability Insurance (SDI) program?

- a) 6 weeks
- b) 4 weeks
- c) 8 weeks
- d) 12 weeks

**Answer: a**

**Question: 5**

What is the maximum duration for pregnancy disability leave under the California Pregnancy Disability Leave Law?

- a) 6 weeks
- b) 8 weeks
- c) 12 weeks
- d) 16 weeks

**Answer: d**

**Question: 6**

Which federal law requires employers to provide reasonable accommodations to employees with disabilities?

- a) Family and Medical Leave Act (FMLA)
- b) Occupational Safety and Health Act (OSHA)
- c) Americans with Disabilities Act (ADA)
- d) Equal Pay Act (EPA)

**Answer: c**

**Question: 7**

According to the FLSA, what is the standard overtime rate for non-exempt employees who work more than 40 hours in a workweek?

- a) 1.5 times the regular rate of pay
- b) 1.25 times the regular rate of pay
- c) 2 times the regular rate of pay
- d) Overtime is not required to be paid under federal law

**Answer: a**

**Question: 8**

Which federal law requires covered employers to provide employees with reasonable break time and a private space to express breast milk?

- a) Fair Labor Standards Act (FLSA)
- b) Equal Pay Act (EPA)
- c) Pregnancy Discrimination Act (PDA)
- d) Affordable Care Act (ACA)

**Answer: d**

**Question: 9**

When terminating an employee in California, which of the following statements is correct?

- a) Employers must provide written notice of termination within 48 hours.
- b) Employers must pay the final paycheck immediately upon termination.
- c) Employers are not required to provide a reason for termination.
- d) Employers must allow the employee to take personal belongings from the workplace.

**Answer: d**

**Question: 10**

What is the term used to describe the total value of employee compensation beyond their base salary?

- a) Salary benchmarking
- b) Total rewards
- c) Salary compression
- d) Salary inversion

**Answer: b**

## **What Study Guide Works Best in Acing the HRCI PHRca HR Professional in Human Resources Certification?**

The PHRca 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 in Human Resources 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 PHRca 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 PHRca 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, PHRca practice tests always stand out to be the better choice than dumps PDF.

### **Avail the Proven PHRca Practice Test for Success!!!**

Do you want to pass the PHRca 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 - California preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [PHRca practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.