

HRCI.PHR.v2023-07-31.q121

Exam Code:	PHR
Exam Name:	Professional in Human Resources
Certification Provider:	HRCI
Free Question Number:	121
Version:	v2023-07-31
# of views:	2769
# of Questions views:	1210
https://www.exam-tests.com/PHR-exam/HRCI.PHR.v2023-07-31.q121.html	

NEW QUESTION: 1

What term describes a manager who makes himself visible, being present for employees, and getting out of his office to interact with employees?

- A. Progressive discipline
- B. Active management
- C. Management by walking around
- D. Open door policy

Answer: C (LEAVE A REPLY)

NEW QUESTION: 2

You are a HR Professional for your organization and you're preparing your team for a series of interviews.

You want the team to be familiar with the validity types you'll use and encourage in the series of interviews.

One of the requirements for the open position is that the candidates are fluent in both English and Spanish.

This is based on the high performers among current employees that have this trait. This is an example of what type of validity?

- A. Construct-related validity
- B. Predictive validity
- C. Content validity
- D. Criterion-related validity

Answer: D (LEAVE A REPLY)

NEW QUESTION: 3

Which of the following are established by Fair Labor Standards Act (FLSA) of 1938? Each correct answer represents a complete solution. Choose three.

- A. Minimum wage requirement
- B. Criteria for exempt and nonexempt employees
- C. Laws for protecting American children against labor exploitation
- D. Health insurance requirement

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. This adverse impact lawsuit determined that discrimination need not be deliberate or observable to be real. Employees were segregated by race and were allowed to work only in the lowest paid position. What lawsuit is described?

- A. Albemarle Paper versus Moody, 1975
- B. McDonnell Douglas Corp. versus Green, 1973
- C. Washington versus Davis, 1976
- D. Griggs versus Duke Power, 1971

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. What is the zipper clause in regard to negotiations?

- A. Items in a management-union contract are "zipped" closed, once the agreement is signed by both parties.
- B. Items in a management-union contract can be "zipped" open and closed as often as necessary.
- C. Management and union representations are locked out of union employee meetings.
- D. Management is locked out of union meetings.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

Which of the following is a term used to describe efforts made by a downsizing company to help former employees through the transition to new jobs and help them re-orientate to the job market?

- A. Duty of diligence
- B. Outplacement
- C. Utility function
- D. Exit interview

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 7

Which one of the following is the best example of a disparate treatment of discrimination?

- A. All junior project team members are required to take turns keeping meeting minutes in a rotation.
- B. All project team members are asked to take turns keeping meeting minutes in a rotation.
- C. The meeting minutes will be kept by both men and women in a rotation.
- D. The meeting minutes will be kept by female members of the project team because they have neater handwriting.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

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

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

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 9

Holly and Gary are HR Professionals in their organization and they're working to develop the strategic plan for their organization. Holly and Gary are using SWOT analysis to help understand the needs of human, financial, technological, capital, and other aspects of their organization. What is SWOT?

- A. SWOT is an analysis to define the strengths, weaknesses, opportunities, and threats an organization may face.
- B. SWOT is an analysis to define the strengths, weaknesses, openness, and timeliness of an organization.
- C. SWOT is an analysis to define the seriousness, weaknesses, openness, and timetable of organization development.
- D. SWOT is an analysis to define the schedule, weaknesses, opportunities, and timetable of a project endeavor.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is a union that has international members.
- B. A federation is the same as a union.
- C. A federation is the governing body of a union.
- D. A federation is a group of national unions.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?

- A. Edgard Schein
- B. Allen A. Kennedy
- C. Frederick Herzberg
- D. Edwards Deming

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 12

Which of the following are narrative methods of appraisal that require managers to describe the employee's performance? Each correct answer represents a complete solution. Choose three.

- A. Field review
- B. Critical incident review
- C. Daily review
- D. Essay review

Answer: A,B,D ([LEAVE A REPLY](#))

NEW QUESTION: 13

Which of the following types of training evaluation measures whether the training had a positive impact on the bottom line?

- A. Reaction
- B. Behavior
- C. Result
- D. Learning

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

John's organization has collected several applications for an employment position within his organization.

The data collected from these applications must be kept secure and private, especially in light of the Privacy Act of what year?

- A. 1974
- B. 1964
- C. 1968
- D. 2007

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

You have just hired a job candidate for a position in your company. You are now required by the Immigration and Control Act of 1986, to complete an employment eligibility form to verify the new employee's eligibility to work in the United States. Within how many days must you complete this form?

- A. 3 days
- B. 30 days
- C. 7 days
- D. 10 days

Answer: A (LEAVE A REPLY)

Explanation

NEW QUESTION: 16

HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- A. When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.
- B. When an employee treats other employees differently based on their past work efforts.
- C. When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status
- D. When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.

Answer: C (LEAVE A REPLY)

Valid PHR Dumps shared by BraindumpsPass.com for Helping Passing PHR Exam! BraindumpsPass.com now offer the **newest PHR exam dumps**, the BraindumpsPass.com PHR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com PHR dumps with Test Engine here: <https://www.braindumpsPass.com/HRCI/PHR-practice-exam-dumps.html> (117 Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)

NEW QUESTION: 17

You are the HR Professional for your organization and you're completing a turnover analysis. You're considering that over the past year your organization has employed 1,238 employees and during that same period your organization has terminated 56 employees. Based on this information what is your organization's turnover for the past year?

- A. Moderately low
- B. 22

- C. Significantly lower than average
- D. 56

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 18

As an HR Professional you need to be familiar with the Age Discrimination in Employment Act 1967. What is the maximum age this act applies to people?

- A. There is no age limit in the act
- B. 65
- C. 75
- D. 70

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 19

There are seven stages of internal consulting that a HR Professional must be familiar with. Consider this scenario: Mark is a HR Professional for his organization. He is meeting with Tammy and Tammy's supervisor Eric to learn about a conflict between Tammy and Eric. Mark wants to understand both parties before addressing the scenario. Which of the seven stages is Mark, Tammy, and Eric participating in?

- A. Developing recommendations
- B. Exploring the situation
- C. Gaining agreement to the project plan
- D. Implementing

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee. Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Type of relationship
- B. Financial control
- C. Locale of work performed
- D. Behavioral control

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 21

Your organization has 80 full-time employees. Management has recently informed you that they have sold their business and they'll be releasing all employees in the organization.

Based on the Worker Adjustment and Retraining Notification Act of 1988, how many days must management give in writing to the employees of this organization before the mass layoff?

- A. Zero days
- B. 60 days
- C. 120 days
- D. 30 days

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 22

Your organization is aiming to reduce costs by stopping wastes in the production cycle. The company has created a plan that will reward employees 50 percent of the savings from the waste stoppage. What type of compensation plan is your organization offering to employees in this instance?

- A. This is an example of a team incentive
- B. This is an example of profit sharing
- C. This is an example of gainsharing
- D. This is an example of a short-term incentive

Answer: [C \(LEAVE A REPLY\)](#)

Explanation

NEW QUESTION: 23

Your organization is using the whole job ranking technique as part of its non-quantitative job evaluation.

Which one of the following best describes the whole job ranking technique?

- A. Jobs are reviewed based on the entire performance of the organization in each category.
- B. New jobs are categorized into an existing hierarchy of jobs within the organization.
- C. Jobs are categorized into broad categories or levels.
- D. Jobs are ranked from lowest to highest according to the importance that each job holds.

Answer: [D \(LEAVE A REPLY\)](#)

NEW QUESTION: 24

As an HR Professional you need to be familiar with the Age Discrimination in Employment Act 1967. What is the maximum age this act applies to people?

- A. There is no age limit in the act
- B. 75
- C. 65
- D. 70

Answer: [A \(LEAVE A REPLY\)](#)

NEW QUESTION: 25

The management and union are proceeding to an arbitration hearing that will be conducted by an arbitration panel. Which one of the following best describes the makeup of the arbitration panel?

- A.** There are three arbitrators, all of whom are selected by the party not bringing the grievance.
- B.** There are three arbitrators all of whom must be approved to participate by the management and the union.
- C.** There are three arbitrators all of whom are randomly selected to serve from a pool of pre-approved management and union arbitrators.
- D.** There are three arbitrators, one selected by the management, one selected by the union, and a neutral arbitrator whom both management and union approve of.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 26

You are a HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which report is collected on odd-number of years from state and local governments?

- A.** EEO-4 Report
- B.** EEO-1 Report
- C.** EEO-5 report
- D.** EEO-3 Report

Answer: A ([LEAVE A REPLY](#))

Explanation

NEW QUESTION: 27

OSHA has identified six standards that apply to almost all general industry employers. All of the following are standards as defined by OSHA that apply to employers except for which one?

- A.** Emergency action plan standard
- B.** Fire safety standard
- C.** Exit routes standard
- D.** Equity pay standard

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 28

Your organization is looking for methods to improve communication between the management and the employees within the company. Which one of the following methods is best described as a small but representative sampling of employees - led in a conversation by a neutral moderator about an identified topic?

- A. Brainstorming session
- B. Pilot group
- C. Workshop
- D. Focus group

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

Which of the following is the process of systematically determining a relative internal value of a job in an organization?

- A. Gainsharing
- B. Broadbanding
- C. Job evaluation
- D. SWOT Analysis

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 30

Mike is the HR Professional for his organization and he's documenting the relationship of contractors and employees in the organization. Mike is focusing on the control aspects as provided by the Internal Revenue Service. What aspect of the contractor control aspect is best described as how the business pays the worker?

- A. Contractual relationship
- B. Financial control
- C. Type of relationship
- D. Behavioral control

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 31

As a HR Professional you must understand the laws and regulations, which affect employee compensation.

Which of the following was the first to address a minimum wage for employees?

- A. Portal-to-Portal Act
- B. Fair Labor Standards Act
- C. Davis-Bacon Act
- D. Walsh-Healey Public Contracts Act

Answer: ([SHOW ANSWER](#))

Valid PHR Dumps shared by BraindumpsPass.com for Helping Passing PHR Exam! BraindumpsPass.com now offer the **newest PHR exam dumps**, the BraindumpsPass.com PHR exam **questions have been updated** and **answers have**

been corrected get the **newest** BraindumpsPass.com PHR dumps with Test Engine here: <https://www.braindumpsPASS.com/HRCI/PHR-practice-exam-dumps.html> (117 Q&As Dumps, **40%OFF Special Discount: Exam-Tests**)

NEW QUESTION: 32

As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What legal case found that a test that has an adverse impact on a protected class is still lawful as long as the test can be shown to be valid and job related?

- A. Griggs versus Duke Power, 1971
- B. McDonnell Douglas Corp. versus Green, 1973
- C. Washington versus Davis, 1976
- D. Albemarle Paper versus Moody, 1975

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 33

As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily visible to employees. What OSHA poster lists each of the employee's rights?

- A. OSHA 3615 poster
- B. OSHA 5613 poster
- C. OSHA 3165 poster
- D. OSHA 5131 poster

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 34

Sally is an HR Professional for an organization and she's working with Holly another HR Professional. Holly is concerned with effectiveness of a new policy. Sally is concerned with the efficiency of the new policy. What is the difference between effectiveness and efficiency?

- A. Efficiency is doing things right. Effectiveness is doing the right things.
- B. Efficiency is being effective when doing things. Effectiveness is doing the right things efficiently.
- C. These are the same values in human resources.
- D. Efficiency is knowing what to do. Effectiveness is doing what you know you should.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 35

As an HR Professional you must recognize and be aware of several pieces of legislation that affect your performance as an HR Professional. What term describes the illegal agreement of the management to give an individual a job, as long as the person does not join or be involved with a labor union?

- A. Shill contract
- B. Yellow dog contract
- C. Non-union agreement
- D. Scab

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 36

As an HR Professional you must be familiar with several laws and pieces of legislation that affects your practices. What act makes it illegal to discriminate against older workers with respect to benefits or to target older workers for layoffs?

- A. MHPA
- B. OWBPA
- C. OASDI
- D. HIPAA

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 37

You are a HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which report is collected on odd-number of years from state and local governments?

- A. EEO-1 Report
- B. EEO-3 Report
- C. EEO-5 report
- D. EEO-4 Report

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 38

You are an HR Professional for your organization. Your organization employs 120 people in the United States. You are required to file the EEO-1 report for your organization by what date?

- A. January 1 of each year
- B. The anniversary date of your organization reaching 100 employees
- C. September 30 of each year
- D. April 15 of each year

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 39

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. OSHA form 301 is used to document the incident that caused the work-related injury or illness. How long is an organization required to keep the form on record?

- A. Three years following the year of the incident
- B. Five years following the year of the incident
- C. One year from the date of the incident
- D. 90 days following the year of the incident

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 40

The JHG Company has used discriminatory hiring practices in the past but they adjusted their practices and are following federal laws now to ensure that fair hiring practices are met. However, the JHG Company has an employee referral program as a primary source to recruit new employees. What danger may the JHG Company be exposed to in this scenario?

- A. Not finding qualified racially diverse candidates
- B. Perpetuating past unintentional practices
- C. Succumbing to an adverse impact
- D. Perpetuating past discrimination practices

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 41

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?

- A. W Edwards Deming
- B. Edgard Schein
- C. Allen A Kennedy
- D. Frederick Herzberg

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 42

Your organization is using the whole job ranking technique as part of its non-quantitative job evaluation. Which one of the following best describes the whole job ranking technique?

- A. Jobs are reviewed based on the entire performance of the organization in each category.
- B. Jobs are categorized into broad categories or levels.
- C. New jobs are categorized into an existing hierarchy of jobs within the organization.
- D. Jobs are ranked from lowest to highest according to the importance that each job holds.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 43

Mark is an HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. Mark will also be considered to be

designated the responsibility for this Affirmative Action Plan. What does the designation of responsibility mean?

- A.** It means that Mark will be the person that reports on the plan's implementation to the Department of Labor
- B.** It means that Mark will be the person responsible for actually implementing the plan
- C.** It means that Mark will be the person that reports on the plan's implementation to management
- D.** It means that Mark will be the manager for all Affirmative Action scenarios and issues within his company

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 44

As an HR Professional you must be familiar with several acts of congress, laws, and regulations that address risks in the workplace. Which of the following laws was the first to establish consistent safety standards for workers?

- A.** Occupational Safety and Health Act
- B.** USA Patriot Act
- C.** Mine Safety and Health Act
- D.** Homeland Security Act

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 45

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 must file all legal complaints with the organization's attorney, before filing a lawsuit against the organization.
- D.** It means that Hans cannot work for competitors without the written permission of the employer.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 46

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position. One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A.** Disparate treatment

- B. Disparate impact
- C. Accommodation
- D. Perpetuating past discrimination

Answer: A ([LEAVE A REPLY](#))

Valid PHR Dumps shared by BraindumpsPass.com for Helping Passing PHR Exam! BraindumpsPass.com now offer the **newest PHR exam dumps**, the BraindumpsPass.com PHR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com PHR dumps with Test Engine here: <https://www.braindumpsPass.com/HRCI/PHR-practice-exam-dumps.html> (117 Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)

NEW QUESTION: 47

You are a HR Professional for your organization and your supervisor is asking you about the details of the Civil Rights Act of 1991, and what it means to your company. He wants to know what the total damages could be if an organization is found liable by a jury trial. What is the maximum amount that could be awarded to a victim of discrimination if the organization is found liable?

- A. \$300,000
- B. \$50,000
- C. There is no limited amount as the jury can determine damages
- D. \$500,000

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 48

The Department of Labor establishes the rules for unemployment insurance and associated claims. Who administers the unemployment?

- A. Insurance companies
- B. Each organization
- C. The Department of Labor
- D. Each state

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 49

Holly and Gary are HR Professionals in their organization and they're working to develop the strategic plan for their organization. Holly and Gary are using SWOT analysis to help understand the needs of human, financial, technological, capital, and other aspects of their organization. What is SWOT?

- A.** SWOT is an analysis to define the schedule, weaknesses, opportunities, and timetable of a project endeavor.
- B.** SWOT is an analysis to define the strengths, weaknesses, opportunities, and threats an organization may face.
- C.** SWOT is an analysis to define the strengths, weaknesses, openness, and timeliness of an organization.
- D.** SWOT is an analysis to define the seriousness, weaknesses, openness, and timetable of organization development.

Answer: B ([LEAVE A REPLY](#))

Explanation/Reference:

NEW QUESTION: 50

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A.** This is an example of a violation of the Title VII of the Civil Rights Act of 1964
- B.** This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company
- C.** This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964
- D.** The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 51

There are four components of the HR Impact Model, which affect how a HR Professional may operate within a given environment. Which one of the following is NOT a component of the HR Impact Model?

- A.** Catalyst
- B.** Client
- C.** Consultation
- D.** Programs and processes

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 52

Mark is a HR Professional for his organization and he has been given the assignment to create an Affirmative Action Plan for his company. As Mark creates this document, which one of the following is not required to be in the Affirmative Action Plan?

- A.** Compliance Reviews
- B.** Designation of Responsibility

C. Placement Goals

D. Job Group Analysis

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 53

If an employee wants to participate in a union, they'll often have union dues to pay. The employer is obligated to deduct the payment from the employee's paycheck and give it to the union only if which condition is met?

A. The union representative must contact the employer and verify the request on behalf of the employee.

B. The person requesting for the union dues deduction must make the request in writing.

C. The person requesting for the union dues deduction must be employed for more than 90 days.

D. The person requesting for the union dues deduction must be employed for more than 120 days.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 54

Your organization has 80 full-time employees. Management has recently informed you that they have sold their business and they'll be releasing all employees in the organization. Based on the Worker Adjustment and Retraining Notification Act of 1988, how many days must management give in writing to the employees of this organization before the mass layoff?

A. 30 days

B. 120 days

C. Zero days

D. 60 days

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 55

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. This adverse impact lawsuit determined that discrimination need not be deliberate or observable to be real. Employees were segregated by race and were allowed to work only in the lowest paid position. What lawsuit is described?

A. Griggs versus Duke Power, 1971

B. Albemarle Paper versus Moody, 1975

C. Washington versus Davis, 1976

D. McDonnell Douglas Corp. versus Green, 1973

Answer: A ([LEAVE A REPLY](#))

Explanation/Reference:

NEW QUESTION: 56

What is the FairPay amount that defines, what a person makes, to be considered highly compensated?

- A. \$125,000 or more
- B. \$150,000 or more
- C. \$100,000 or more
- D. \$110,000 or more

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 57

Which of the following types of training evolution measures whether the training had a positive impact on the bottom line?

- A. Reaction
- B. Learning
- C. Result
- D. Behavior

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 58

As an HR Professional you must be familiar with particular labor-based acts of congress. One such act is the Taft-Hartley Act which addressed right-to-work states and unions. What does right-to-work states mean for unions and employees?

- A. Union conducts the hiring process for an organization.
- B. Employees must join the union in order to work.
- C. Employees are not required to join a union to work.
- D. An organization can fire employees if they're members of a union.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 59

Robert is the HR Professional for a construction company. He's working with several site managers to communicate the requirements of OSHA reporting. Robert wants to convey the requirements of OSHA's reporting for work-related injuries. Which one of the following is the OSHA definition of a work-related injury?

- A. Any pain, suffering, or damage to a person as a result of working in an employee position.
- B. Any loss of life or limb resulting from an event in the work environment.
- C. Any wound or damage to the body resulting from an event in the work environment.
- D. Any physical damage to one's body resulting from an event in the work environment.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 60

The management and union are proceeding to an arbitration hearing that will be conducted by an arbitration panel. Which one of the following best describes the makeup of the arbitration panel?

- A. There are three arbitrators all of whom must be approved to participate by the management and the union.
- B. There are three arbitrators, one selected by the management, one selected by the union, and a neutral arbitrator whom both management and union approve of.
- C. There are three arbitrators, all of whom are selected by the party not bringing the grievance.
- D. There are three arbitrators all of whom are randomly selected to serve from a pool of pre-approved management and union arbitrators.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 61

Sally is an HR Professional for an organization and she's working with Holly another HR Professional.

Holly is concerned with effectiveness of a new policy. Sally is concerned with the efficiency of the new policy. What is the difference between effectiveness and efficiency?

- A. These are the same values in human resources.
- B. Efficiency is being effective when doing things. Effectiveness is doing the right things efficiently.
- C. Efficiency is doing things right. Effectiveness is doing the right things.
- D. Efficiency is knowing what to do. Effectiveness is doing what you know you should.

Answer: C (LEAVE A REPLY)

Valid PHR Dumps shared by BraindumpsPass.com for Helping Passing PHR Exam! BraindumpsPass.com now offer the **newest PHR exam dumps**, the BraindumpsPass.com PHR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com PHR dumps with Test Engine here: <https://www.braindumpspass.com/HRCI/PHR-practice-exam-dumps.html> (117 Q&As Dumps, **40%OFF Special Discount: Exam-Tests**)

NEW QUESTION: 62

Deal and Kennedy defined the four dimensions of organizational culture that you should be familiar with, as an HR Professional. What dimension of organizational culture is best defined by the hidden hierarchy of power?

- A. Heroes
- B. Culture network

- C. Joy
- D. Values

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 63

Fran is a HR Professional for her organization and she is interviewing applicants for a warehouse position. One of the candidates has written on his application that he speaks Spanish. Fran interviews this candidate in Spanish and interviews all other candidates in English. This is an example of what?

- A. Disparate impact
- B. Perpetuating past discrimination
- C. Accommodation
- D. Disparate treatment

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 64

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. Constructive discharge
- C. Gainsharing
- D. Defamation

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 65

You are a HR Professional for your organization and your supervisor is asking you about the details of the Civil Rights Act of 1991, and what it means to your company. He wants to know what the total damages could be if an organization is found liable by a jury trial. What is the maximum amount that could be awarded to a victim of discrimination if the organization is found liable?

- A. There is no limited amount as the jury can determine damages
- B. \$50,000
- C. \$300,000
- D. \$500,000

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 66

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts exempted labor unions and agricultural organizations from The Sherman Antitrust Act?

- A. The Clayton Act

- B. The Railway Labor Act
- C. The National Labor Relations Act
- D. The National Industrial Recovery Act

Answer: A ([LEAVE A REPLY](#))

Explanation

NEW QUESTION: 67

If a union wants to organize, it typically moves through five steps to the organizing process. Which one of the following is not one of the five stages of unionization of work force?

- A. The election
- B. The financing
- C. The campaign
- D. Obtaining recognition

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 68

Holly is the HR Professional for her organization and she's examining the type of exemptions for computer employees. What is the minimum rate that the computer employee must earn to be considered exempt?

- A. \$27.63 per hour
- B. \$31.23 per hour
- C. \$17.03 per hour
- D. \$45.33 per hour

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 69

OSHA may inspect a workplace at any time. The purpose of these inspections is to maintain safety for all workers. OSHA has established five priorities for workplace inspections. Which one of the following statements is the correct order of most important OSHA priorities to least important OSHA priorities?

- A. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, employee complaints, and follow-up inspections
- B. Imminent danger, catastrophes and fatal accidents, planned inspections in high-hazard industries, follow-up inspections, and employee complaints
- C. Imminent danger, catastrophes and fatal accidents, employee complaints, planned inspections in high-hazard industries, follow-up inspections
- D. Imminent danger, planned inspections in high-hazard industries, employee complaints, catastrophes and fatal accidents, follow-up inspections

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 70

Holly is the HR Professional for her organization and she's examining the type of exemptions for computer employees. What is the minimum rate that the computer employee must earn to be considered exempt?

- A. \$27.63 per hour
- B. \$17.03 per hour
- C. \$45.33 per hour
- D. \$31.23 per hour

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 71

An organization would like to bid on a project, but they don't have enough employees available to complete the work. The organization approaches a competitor with the opportunity to partner on the project to win the work. What type of risk response is used in this instance?

- A. Transference
- B. Mitigation
- C. Enhancing
- D. Sharing

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 72

The Americans with Disabilities Act of 1990 identifies an individual with a disability, as a person who has one or more of the following characteristics except for which one?

- A. Is believed by employers that an individual having a physical or mental impairment substantially limits one or more major employment activities
- B. Has a physical or mental impairment that substantially limits one or more major life activities
- C. Has a record of such impairment that substantially limits one or more major life activities
- D. Is regarded as having such impairment that substantially limits one or more major life activities

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 73

You are an HR Professional for your organization and you're preparing your team for a series of interviews.

You want the team to be familiar with the validity types you'll use and encourage in the series of interviews.

During the interview process, the candidate will need to complete a psychological test to determine his ability to perform in the job role based on collected and desired traits. This is an example of what type of validity?

- A. Criterion-related validity

- B. Predictive validity
- C. Content validity
- D. Construct-related validity

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 74

Which of the following clause protects the employee's job and compensation in the event of a reorganization, acquisition, or merger, for a specified period of time?

- A. Disability or death
- B. Advice of counsel
- C. Change of control
- D. Termination clause

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 75

The GHF Corporation is looking to hire four software developers. The average pay for software developers, with the desired skill set, is \$76,000. The GHF Corporation believes that by offering \$80,000 for the starting salary they'll attract better performers than their competitors. What is this scenario an example of?

- A. Beating the market
- B. Lagging the market
- C. Leading the market
- D. Matching the market

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 76

Pat is interviewing Sammy for a job in his organization. During the interview, Pat asks Sammy for a dinner date. Sammy refuses his offer, but thanks him. Pat tells Sammy that a dinner date would be beneficial to the job selection. Sammy still refuses the dinner date. Based on this conversation, Pat decides not to hire Sammy for the position. This is an example of what type of sexual harassment?

- A. Contingent
- B. Covert
- C. Quid Pro Quo
- D. Hostile Work Environment

Answer: C ([LEAVE A REPLY](#))

BraindumpsPass.com PHR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com PHR dumps with Test Engine here: <https://www.braindumpsPASS.com/HRCI/PHR-practice-exam-dumps.html> (117 Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)

NEW QUESTION: 77

You are completing a Form I-9 with a newly hired employee. Which one of the following documents is not allowed as a proof of identity and employment eligibility for the newly hired employee?

- A. Certificate of naturalization
- B. Driver's license
- C. Expired US passport
- D. Unexpired reentry permit

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 78

The Equal Pay Act of 1963 prohibits discrimination on the basis of sex in the payment of wages or benefits, to men and women who perform substantially equal work for the same employer, in the same establishment, and under similar working conditions. The law defined substantial equality of job content on four factors. Which one of the following is not one of the four factors this law defines?

- A. Education
- B. Skill
- C. Working conditions
- D. Effort

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 79

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts used the terminology "work now, grieve later" to describe the urgency of performing work?

- A. National Labor Relations Act
- B. National Industrial Recovery Act
- C. Railway Labor Act
- D. Clayton Act

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 80

Sally is an HR employee for her company. She is primarily interested in serving only in an organizational role where she focuses on creating HR policies and procedures. What is the limitation Sally may subject herself to, if she focuses only on the organizational role?

- A. She'll only be involved in the organization's strategic planning efforts.
- B. Her organizational impact will be limited to promoting employee performance.
- C. She won't be involved in the organization's strategic planning or change efforts.
- D. Her organizational impact will be limited to identifying problems, creating policy initiatives, and launching HR programs.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 81

Sexual harassment is a form of sex discrimination and it is illegal in the US based on what law?

- A. Fair Labor Standards Act of 1958
- B. ADA and Rehabilitation Act of 2008
- C. ADEA of 1967
- D. Title VII of the Civil Rights Act of 1964

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 82

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. Which OSHA form is used to cover the what, how, when, where, and who or work-related injuries?

- A. Form 301
- B. Form 3165
- C. Form 300A
- D. Form 300

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 83

As an HR Professional you should be familiar with the terminology, practices, and rules governing union-based strikes. What is the ally doctrine?

- A. Employers cannot force friends, colleagues, and family members into joining a union picket. Allies of the picketing union can allow allies into the picket line.
- B. A union may expand upon its primary picketing activity to include employers who are allies of the primary employer.
- C. A union may expand upon its primary picketing activity to include employees who are allies of the primary employer.
- D. A union may serve as an ally to another striking union by allowing their members to join the picket against the primary employer.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 84

Stress is often a significant issue in workplaces. Author Ravi Tangri asserts that stress costs organizations up to \$300 billion per year. Which one of the following stresses is the largest contributor to organizational cost of waste?

- A. Drug plan costs
- B. Turnover
- C. Absenteeism
- D. Workplace accidents

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 85

There are seven stages of internal consulting that a HR Professional must be familiar with. Which one of the following is not one of the seven stages of internal consulting?

- A. Implementing
- B. Developing recommendations
- C. Exploring the situation
- D. Executing the project plan

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 86

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 87

You are a HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which report is collected on odd-number of years from state and local governments?

- A. EEO-5 report
- B. EEO-3 Report
- C. EEO-4 Report
- D. EEO-1 Report

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 88

Which of the following are the benefits of gainsharing programs? Each correct answer represents a complete solution. Choose three.

- A. Enhances employees focus and awareness
- B. Aligns employees to organization goals
- C. Employees are paid on the basis of group performance rather than individual performance
- D. Helps organization to achieve improvement in key performance measures

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 89

Sally is an HR employee for her company. She is primarily interested in serving only in an organizational role where she focuses on creating HR policies and procedures. What is the limitation Sally may subject herself to, if she focuses only on the organizational role?

- A. She won't be involved in the organization's strategic planning or change efforts.
- B. She'll only be involved in the organization's strategic planning efforts.
- C. Her organizational impact will be limited to promoting employee performance.
- D. Her organizational impact will be limited to identifying problems, creating policy initiatives, and launching HR programs.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 90

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which one of the following is not one of the four dimensions of organizational culture?

- A. Heroes
- B. Joy
- C. Values
- D. Rites and Rituals

Answer: B ([LEAVE A REPLY](#))

Explanation/Reference:

NEW QUESTION: 91

Holly is an HR Professional for her organization and she's creating a new application for employee candidates. On Holly's application form which item is allowed?

- A. Gender
- B. Race
- C. Sexual orientation
- D. Request for background check

Answer: ([SHOW ANSWER](#))

Valid PHR Dumps shared by BraindumpsPass.com for Helping Passing PHR Exam! BraindumpsPass.com now offer the **newest PHR exam dumps**, the BraindumpsPass.com PHR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com PHR dumps with Test Engine here: <https://www.braindumpspass.com/HRCI/PHR-practice-exam-dumps.html> (117 Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)

NEW QUESTION: 92

The GHF Corporation is looking to hire four software developers. The average pay for software developers, with the desired skill set, is \$76,000. The GHF Corporation believes that by offering \$80,000 for the starting salary they'll attract better performers than their competitors. What is this scenario an example of?

- A. Lagging the market
- B. Beating the market
- C. Matching the market
- D. Leading the market

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 93

Which one of the following is the best example of a disparate treatment of discrimination?

- A. All project team members are asked to take turns keeping meeting minutes in a rotation.
- B. The meeting minutes will be kept by female members of the project team because they have neater handwriting.
- C. The meeting minutes will be kept by both men and women in a rotation.
- D. All junior project team members are required to take turns keeping meeting minutes in a rotation.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 94

As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

- A. \$50,000
- B. \$70,000
- C. \$10,000
- D. \$100,000

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 95

You are the HR Professional for your organization and you have been asked to hire a project manager.

The average market salary for the project management position, you have available is \$87,500. Which one of the following salaries would be indicative of lagging the market?

- A. \$87,500
- B. \$79,000
- C. \$88,000
- D. \$101,000

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 96

As an HR Professional, you must sometimes terminate employees from your organization. When an employee is terminated, there must be a just cause or a good cause for the termination. Which one of the following is not a valid just cause for the employee's termination?

- A. Whether the employee was warned in advance
- B. Whether reasonable "proof" of the violation existed, or was obtained through investigation
- C. Whether the rule has been applied consistently
- D. Whether the employee is a member of a protected class

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 97

Which of the following are the benefits of gainsharing programs? Each correct answer represents a complete solution. Choose three.

- A. Aligns employees to organization goals
- B. Employees are paid on the basis of group performance rather than individual performance
- C. Enhances employees focus and awareness
- D. Helps organization to achieve improvement in key performance measures

Answer: ([SHOW ANSWER](#))

Explanation

NEW QUESTION: 98

Stress is often a significant issue in workplaces. Author Ravi Tangri asserts that stress costs organizations up to \$300 billion per year. Which one of the following stresses is the largest contributor to organizational cost of waste?

- A. Workplace accidents
- B. Drug plan costs

- C. Turnover
- D. Absenteeism

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 99

Beth is a HR Professional for her organization and she's discussing the risk of growing her organization's business. What is risk and why would it be considered in HR for organizational growth?

- A. Risk is an uncertain event or condition that may help or hinder an organization. Adding employees can help positive risks or amplify negative risk events.
- B. Risk is a negative event that an organization must consider when adding new employees to grow a company.
- C. Risk is an adverse event that can halt, hinder, or hurt the objectives of a business.
- D. Risk is an uncertain event or condition that can have a positive or negative effect on the goals of an organization.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 100

What act prohibits discrimination on the basis of physical and mental disabilities?

- A. VEVRAA of 1974
- B. ADEA of 1967
- C. IRCA of 1986
- D. Rehabilitation Act of 1973

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 101

As a HR Professional you must understand the laws and regulations, which affect employee compensation. Which of the following was the first to address sanitary working conditions?

- A. Portal-to-Portal Act
- B. Fair Labor Standards Act
- C. Davis-Bacon Act
- D. Walsh-Healey Public Contracts Act

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 102

As an HR Professional, you must be familiar with collective bargaining agreements and the process that rights are given, contracts, and union and management cooperation. With this in mind, what is a rights arbitration?

- A. It is a formal hearing between the management and the union, to resolve grievances during the construction of a contract.

B. It is a formal hearing between management and union members to resolve grievances during the administration of a contract.

C. It is a lawsuit between the collective management and the collective union.

D. It is a not a lawsuit, but a resolution of laws and their impact on existing contracts.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 103

Jane is preparing for an interview process for an open position within her company. Jane has prepared several questions for the interview. Inher questions, Jane is careful not to ask all of the following questions, except for which one?

A. How many children do you have?

B. What's your date of birth?

C. Where are you from?

D. Our hours are from 8 AM to 5 PM. Can you meet this requirement of the position?

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 104

You are the HR Professional for your organization. You're leading a presentation on equal employment opportunity terminology for your staff. Beth, a staff member, wants to know what a charge is -in regard to equal employment opportunity. What is a charge?

A. A charge is the evidence that unlawful discrimination has occurred.

B. A charge is a formal complaint submitted to an agency that alleges unlawful discrimination.

C. A charge is an individual that has lodged a formal complaint to an agency that alleges unlawful discrimination.

D. A charge is the documentation of an alleged unlawful discrimination.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 105

Organizational functions, according to Fayol, conform to one of the six functional areas.

Which one of the following is not an area of organizational functions for strategic planning?

A. Human resource management

B. Sales and marketing

C. Financial activities

D. Technical activities

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 106

Martha is the HR Professional for her organization and she's working with her team to complete non- quantitative job evaluations. Martha wants to stress the available types of non-quantitative job evaluation techniques that are appropriate for her team to be

communicated to managers. Which one of the following is not a non-quantitative job evaluation technique that Martha should share?

- A. Factor comparison
- B. Job slotting
- C. Job classification
- D. Whole job ranking

Answer: A ([**LEAVE A REPLY**](#)**)**

Valid PHR Dumps shared by BraindumpsPass.com for Helping Passing PHR Exam! BraindumpsPass.com now offer the **newest PHR exam dumps**, the BraindumpsPass.com PHR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com PHR dumps with Test Engine here: <https://www.braindumpsPass.com/HRCI/PHR-practice-exam-dumps.html> (117 Q&As Dumps, **40%OFF Special Discount: Exam-Tests**)

NEW QUESTION: 107

As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the legal case, the United Steelworkers of America versus Weber regard?

- A. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring minorities, but could do gender based favor.
- B. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from using racial criteria as a method to determine workplace advancement.
- C. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring women and minorities.
- D. The United States Supreme Court held that the Civil Rights Act of 1964 did not bar employers from favoring women and minorities.

Answer: D ([**LEAVE A REPLY**](#)**)**

NEW QUESTION: 108

You are a HR Professional for your organization. You have presented an idea to your staff. The staff members then discuss their ideas based on your presentation. All of the ideas are recorded and collectively ranked from most important to least important (or some other ordinal scale). Through this process a selection or forecast can be made for the organization. What forecasting technique have you used in this scenario?

- A. Delphi Technique
- B. Ratio analysis
- C. Brainstorming
- D. Nominal group technique

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 109

Which of the following is a term used to describe efforts made by a downsizing company to help former employees through the transition to new jobs and help them re-orientate to the job market?

- A. Utility function
- B. Duty of diligence
- C. Exit interview
- D. Outplacement

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 110

Your organization has a no-solicitation rule in effect for all employees. How does this rule affect the internal organization of unions?

- A. Unions are exempted from no-solicitation rules.
- B. Unions can solicit for membership with the permission of more than 30 percent of the organization.
- C. Unions can only solicit for members with the managements approval, when there's a no-solicitation rule in effect.
- D. Unions cannot solicit for membership when there's a no-solicitation rule in an organization.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 111

As a HR Professional you must understand the laws and regulations, which affect employee compensation.

Which of the following was the first to address sanitary working conditions?

- A. Davis-Bacon Act
- B. Walsh-Healey Public Contracts Act
- C. Fair Labor Standards Act
- D. Portal-to-Portal Act

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 112

Gary is an HR Professional for his organization that has several federal contracts of \$100,000 or more. His organization, as required by VEVRAA, files what form by September 30 each year, which provides the details of the veterans employed by the federal contractor?

- A. Gary must file the VETS-100 form
- B. Gary must file the VEVRAA ACT-1 report

- C. Gary must file the EEO-1 report
- D. Gary must file the EEO-VETS form

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 113

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

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 114

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. There are three primary types of bargaining that management and unions participate in. Which one of the following bargaining types aims to generate a variety of options before settling on one?

- A. Good faith bargaining
- B. Distributive bargaining
- C. Integrative bargaining
- D. Interest-based bargaining

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 115

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee. Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Locale of work performed
- B. Behavioral control
- C. Financial control
- D. Type of relationship

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 116

Jane is preparing for an interview process for an open position within her company. Jane has prepared several questions for the interview. In her questions, Jane is careful not to ask all of the following questions, except for which one?

- A. How many children do you have?
- B. Where are you from?
- C. What's your date of birth?
- D. Our hours are from 8 AM to 5 PM. Can you meet this requirement of the position?

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 117

All organizations need prevoyance, or planning, as a part of a manager's duty. As an HR Professional what is the primary purpose of planning?

- A. Establishes groundwork for the managers to achieve their goals
- B. Communicates the direction of the organization
- C. Establishes groundwork for the managers to achieve the goals of the organization
- D. Directs the project team and staff to accomplish the project scope

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 118

An organization would like to hire a 15-year old for some duties in their business. Which one of the following rules would be breaking the requirements of the child labor provisions of the FLSA?

- A. 18 hours per school week
- B. 8 hours in a non-school day
- C. 4 hours per school day
- D. Non-school hours only

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 119

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 private organizations that have profit sharing plans for employee compensation
- D. It protects the workers of employee compensation plans

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 120

Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Fair Labor Standards Act (FLSA)
- B. Occupational Safety and Health Administration (OSHA)
- C. Employee Retirement Income Security Act (ERISA)
- D. Federal Insurance Contributions Act (FICA)

Answer: D ([**LEAVE A REPLY**](#)**)**

NEW QUESTION: 121

You are the HR Professional for your organization and you're completing a turnover analysis. You're considering that over the past year your organization has employed 1,238 employees and during that same period your organization has terminated 56 employees. Based on this information what is your organization's turnover for the past year?

- A. Moderately low
- B. 56
- C. 22
- D. Significantly lower than average

Answer: C ([**LEAVE A REPLY**](#)**)**

Valid PHR Dumps shared by BraindumpsPass.com for Helping Passing PHR Exam! BraindumpsPass.com now offer the **newest PHR exam dumps**, the BraindumpsPass.com PHR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com PHR dumps with Test Engine here: <https://www.braindumpsPASS.com/HRCI/PHR-practice-exam-dumps.html> (117 Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)

Valid PHR Dumps shared by BraindumpsPass.com for Helping Passing PHR Exam! BraindumpsPass.com now offer the **newest PHR exam dumps**, the BraindumpsPass.com PHR exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com PHR dumps with Test Engine here: <https://www.braindumpsPASS.com/HRCI/PHR-practice-exam-dumps.html> (117 Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)