



PHR

HRCI Professional in Human Resources

[Processexam.com](https://www.processexam.com)

Exam Summary

Syllabus

Questions

Table of Contents

Key to success in PHR Exam on HRCI-Professional in Human Resources 2

HRCI PHR Certification Details: 2

HRCI PHR Exam Syllabus: 3

PHR Sample Questions: 3

Answers to PHR Exam Questions: 5

Key to success in PHR Exam on HRCI-Professional in Human Resources

To achieve the professional designation of Professional in Human Resources from the HRCI, candidates must clear the PHR Exam with the minimum cut-off score. For those who wish to pass the HRCI PHR certification exam with good percentage, please take a look at the following reference document detailing what should be included in HRCI HR Professional Exam preparation.

The HRCI PHR Exam Summary, Body of Knowledge (BOK), Sample Question Bank and Practice Exam provide the basis for the real HRCI Professional in Human Resources (PHR) exam. We have designed these resources to help you get ready to take Professional in Human Resources (PHR) exam. If you have made the decision to become a certified professional, we suggest you take authorized training and prepare with our online premium [HRCI HR Professional Practice Exam](#) to achieve the best result.

HRCI PHR Certification Details:

Exam Name	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 PHR Exam Sample Questions and Answers
Practice Exam	HRCI Professional in Human Resources (PHR) Practice Test

HRCI PHR Exam Syllabus:

Topics	Weights
Workforce Planning and Employment	24%
Employee and Labor Relations	20%
Compensation and Benefits	19%
Human Resource Development	18%
Business Management and Strategy	11%
Risk Management	8%

PHR Sample Questions:

01. Which of the following would be least likely to be considered a job competency?

- a) Communication skills
- b) Reading skills
- c) Teamwork skills
- d) Interpersonal skills

02. Job specs can be expressed as all but which of the following?

- a) KSAs
- b) Credentials (years of experience, educational requirements, and so on)
- c) Physical or mental requirements
- d) Qualifications possessed by the best qualified candidate

03. If you notice a change in a candidate's nonverbal behavior during the interview

- a) Probe for more information around whatever question the candidate was answering when that change occurred.
- b) Be familiar with what specific nonverbal communication cues mean (for instance, folded arms indicate aloofness) so you know how to interpret the behavior.
- c) Without assessing judgment, point out and describe the changed nonverbal behavior and ask her to help you understand what it means.
- d) Mirror the candidate's nonverbal behavior to see if she continues to display that behavior.

04. Taft-Hartley identified all but which of the following as unfair labor practices that could be committed by unions:

- a) Striking or picketing an employer without giving the required notice
- b) Picketing for recognition for more than 30 days without petitioning for an election
- c) Causing an employer to discriminate against an employee
- d) Refusing to bargain with the employer of the employees it represents

05. Which of the following is a mandatory OSHA standard for all covered employers?

- a) Emergency Action Plan Standard
- b) Fire Safety Standard
- c) Exit Route Standard
- d) Hazard Communication Standard

06. Copyrights are granted for which period of time?

- a) The lifetime of the author
- b) The lifetime of the author, unless there are heirs to whom the copyright has been deeded
- c) The lifetime of the author plus 70 years
- d) The lifetime of the author plus 95 years

07. When would a plan provider that offers mental health benefits be exempt from MHPA?

- a) If the plan provider is a small employer with fewer than 15 people
- b) If a plan provider's costs (measured in terms of actual claims) increase 1% or more because of the application of MHPA's requirements
- c) If a plan provider's costs (in terms of insurance premiums) increase 1% or more due to the application of MHPA's requirements
- d) Never

08. For a bargaining unit to be established, which of the following has to happen during the election?

- a) A simple majority of the voters must cast a vote in favor of the proposed bargaining unit.
- b) A simple majority of the individuals who would be members of the proposed bargaining unit must cast a vote in favor of the proposed bargaining unit.
- c) When there is more than one bargaining unit competing in the election, a proposed bargaining unit must obtain more votes than other bargaining units obtain.
- d) At least 30% of the voters must cast a vote in favor of the bargaining unit.

09. A properly conducted job analysis will produce all of the following except:

- a) Job competencies
- b) Job postings
- c) Job specifications
- d) Job description

10. Which of the following statements about defined contribution plans is untrue?

- a)** Unlike defined benefit plans, defined contribution plans do not promise a specific monthly benefit (or total benefit) at retirement.
- b)** Defined contribution plans shift the risk away from the employer (which is where it rests for defined benefit plans) and back onto the employee.
- c)** Defined contribution plans are decreasing in popularity, whereas defined benefit plans are increasing in popularity.
- d)** Examples of defined contribution plans include 401(k) plans, employee stock ownership plans, and profit-sharing plans.

Answers to PHR Exam Questions:

Question: 01 Answer: b	Question: 02 Answer: d	Question: 03 Answer: a	Question: 04 Answer: a	Question: 05 Answer: c
Question: 06 Answer: c	Question: 07 Answer: b	Question: 08 Answer: a	Question: 09 Answer: b	Question: 10 Answer: c

Note: If you find any typo or data entry error in these sample questions, we request you to update us by commenting on this page or write an email on feedback@processexam.com