



Free Questions for PHR by dumpssheet

Shared by Crawford on 20-10-2022

For More Free Questions and Preparation Resources

Check the Links on Last Page

Question 1

Question Type: MultipleChoice

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

Options:

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

Answer:

A

Explanation:

The result measures whether the training had a positive impact on the bottom line.

Answer option B is incorrect. Reaction measures immediate feedback of the training.

Answer option C is incorrect. Learning measures what was learned through testing.

Answer option D is incorrect. Behavior measures job performance of six months or more after training.

Question 2

Question Type: MultipleChoice

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?

Options:

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

Answer:

C

Explanation:

In 1931, the Davis-Bacon Act, was the first piece of legislation to actually establish a minimum wage. The act was, however, limited to the construction industry.

Answer option B is incorrect. The Walsh-Healey Public Contracts Act, addressed contractors with the federal government that exceed \$10,000 to pay an established minimum wage to workers, employed through the contract. This act was passed in 1936.

Answer option D is incorrect. The Fair Labor Standards Act, was passed in 1938, addressed minimum wage, overtime pay, child labor, and record keeping.

Answer option A is incorrect. The Portal-to-Portal Act of 1947, clarified hours of working for the purpose of minimum wage and overtime pay.

Question 3

Question Type: MultipleChoice

You are a HR Professional for your organization and you're educating your staff on the Pregnancy Discrimination Act. Which one of the following statements about the Pregnancy Discrimination Act is not true?

Options:

- A-** Pregnancy related benefits cannot be limited to married employees.
- B-** Employers must provide the same level of health benefits for spouses of male employees as they do for spouses of female employees.
- C-** If an employer provides any benefits to workers on leave, the employer must provide the same benefits for those on leave for pregnancy-related conditions.
- D-** An employer is allowed to refuse to hire a pregnant woman because of the imminent time frame of the needed leave to deliver and care for the child.

Answer:

D

Explanation:

An employer cannot refuse to hire a woman based on her pregnancy.

Answer options B, A, and C are incorrect. These are true statements and are part of the Pregnancy Discrimination Act.

Question 4

Question Type: MultipleChoice

If an employer ignores stress in employees what symptom are employees likely to develop?

Options:

- A- De-motivation
- B- Burnout
- C- Tumors
- D- Turnover

Answer:

B

Explanation:

Burnout is a symptom that can further eradicate performance because of stress in employees. Employers must recognize stress and address the issues caused by stress. Although burnout is work-related, most responsibility for burnout currently rests on the individual worker in the United States, as well as the individual company, as it is in a company's best interest to ensure burnout doesn't occur. The NIOSH outlines an approach in their booklet 'Stress at Work.'

Answer option A is incorrect. De-motivation may occur, but burnout is the preferred terminology.

Answer option D is incorrect. Approximately 40 percent of turnover is due to stress, but turnover is not necessarily a symptom of an employee.

Answer option C is incorrect. Stress may cause tumors, though there are more complicated health matters that contribute to this symptom. The best answer is burnout.

Question 5

Question Type: MultipleChoice

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

Options:

- A- Open door policy
- B- Progressive discipline
- C- Active management

D- Management by walking around

Answer:

D

Explanation:

Management by walking around describes a manager that doesn't hide in his office and manages by being present among employees.

Answer option A is incorrect. An open door policy allows employees to approach management with problems, suggestions, or other issues.

Answer option C is incorrect. Active management just describes a manager that's involved with employee decision and activities.

Answer option B is incorrect. Progressive discipline is a series of steps of discipline where each step is slightly sterner than the previous.

Question 6

Question Type: MultipleChoice

COBRA, the Consolidated Omnibus Budget Reconciliation Act, requires some organizations to offer continuation of group health care coverage to employees and family members based on certain qualifying events. How many employees must exist within an organization

for COBRA requirements to be enforced?

Options:

A- 20

B- 100

C- 50

D- 10

Answer:

A

Explanation:

Consolidated Omnibus Budget Reconciliation Act (COBRA) requires all organizations with 20 or more employees to participate. Answer options D, C, and B are incorrect. Organizations with less than 20 employees are not required to participate in COBRA. The value for participation is 20 employees or more.

Question 7

Question Type: MultipleChoice

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?

Options:

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

Answer:

C

Explanation:

The person who is designated the responsibility will be the individual responsible for implementing the plan in the organization.

Answer option A is incorrect. Mark may report on the plan to management, but this isn't the complete and primary definition of the designation of responsibility.

Answer option B is incorrect. Mark may be the person to report to the Department of Labor about the plan, but this isn't the complete definition.

Answer option D is incorrect. Mark isn't necessarily the manager of affirmative action scenarios, but the implementation person for the plan.

Question 8

Question Type: MultipleChoice

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?

Options:

A- Non-school hours only

B- 4 hours per school day

C- 8 hours in a non-school day

D- 18 hours per school week

Answer:

B

Explanation:

Employers are only allowed to employ 15 year olds, a maximum of three hours per school day, not more.

Answer option A is incorrect. A 15-year old may work only in non-school hours.

Answer option C is incorrect. A 15-year old may work no more than eight hours on a non-school day.

Answer option D is incorrect. The maximum a 15-year old may work is 18 hours per school week.

Question 9

Question Type: MultipleChoice

John earns \$45,200 per year as a mechanic in your organization. The \$42,500 per year does not include earnings John may have through shift differentials, benefits, overtime, incentives, and bonuses. Which one of the following terms best describes the \$45,200 per year that John earns?

Options:

- A- Base pay
- B- Market-demand pay
- C- Hygiene factor pay
- D- Variable pay

Answer:

A

Explanation:

John's base pay is the fixed rate of pay he earns for performing his job in your organization.

Answer option D is incorrect. Variable pay is the total pay John earns through variable programs, such as commissions or bonuses.

Answer option C is incorrect. This isn't a valid term for employee compensation.

Answer option B is incorrect. Market-demand describes the market average for pay, for someone in John's role as a mechanic.

Question 10

Question Type: MultipleChoice

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?

Options:

- A- The person requesting for the union dues deduction must make the request in writing.
- B- The union representative must contact the employer and verify the request on behalf of the employee.
- 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:

A

Explanation:

The person requesting that the union dues be deducted from their check and transferred to the union, must make the request in writing.

Answer options C and D are incorrect. There is no time limit when the employee may join the union and make request for payment of union dues.

Answer option B is incorrect. The union representative does not verify the request on behalf of an employee.

Question 11

Question Type: MultipleChoice

There are four sections of the HR Impact Model. Which component of the model is considered to be the most client-oriented role?

Options:

A- Programs and Processes

B- Catalyst

C- Consultation

D- Policies and Procedures

Answer:

C

Explanation:

The consultation role is considered to be the most client-oriented role, as HR Professionals in this role help define the overall organizational strategy.

Answer option D is incorrect. Policies and procedures help define the organizational framework, but isn't the most client-facing or client-oriented role the HR Professional must play.

Answer option B is incorrect. The HR Professional in the catalyst role processes market demographics, employee attitudes, organizational culture, and how to implement HR best practices.

Answer option A is incorrect. Programs and processes is a client-facing role, but it takes more of a functional position in the organization, such as training and development.

To Get Premium Files for PHR Visit

<https://www.p2pexams.com/products/phr>

For More Free Questions Visit

<https://www.p2pexams.com/hrci/pdf/phr>

