



HRCI PHR Practice Questions

Shared by Chapman on 21-08-2026

For More Free Questions and Preparation Resources

Check the Links on Last Page



Question 1

Question Type: MultipleChoice

You are leading a brief presentation for your company about the ERISA program your company participates in. What is ERISA used for?

Options:

- A- It protects the interests of those who participate in employee benefit plans
- B- It protects the workers of employee compensation plans
- C- It protects private organizations that have profit sharing plans for employee compensation
- D- It allows private organizations to create investments for workers in profit-sharing plans

Answer:

A

Explanation:

ERISA is the Employee Retirement Income Security Act established in 1974. It protects the interests of those who participate in employee benefit plans. The plan established minimum participation and vesting standards for retirement plans.

Answer options B, D, and C are incorrect. These are not good definitions of the Employee Retirement Income Security Act.

Question 2

Question Type: MultipleChoice

Jennifer is the HR Professional for her organization. Her supervisor, Dan, has asked Jennifer to find the Compa-ratio for Sam. Sam earns \$40,000 as a mechanic, but the midpoint for a mechanic is actually \$50,000. What is the Compa-ratio for Sam?

Options:

- A- -\$10,000
- B- 80 percent
- C- 125 percent

D- \$10,000

Answer:

B

Explanation:

The compa-ratio helps organizations determine how closely an employee's pay is in synch with market. You must also consider the length of employment, service, skills, and other factors in the decision for compensation. The ratio is found by dividing the employees' salary (\$40,000) by the midpoint for the role (\$50,000) for the ratio of 80 percent.

Answer options A, D, and C are incorrect. These are not valid calculations for the compa-ratio.

Question 3

Question Type: MultipleChoice

A union is performing a jurisdictional strike in front of a construction site. What is a jurisdictional strike?

Options:

A- It is a strike through which the union seeks to pressurize an employer to assign a particular work to its members; rather than to members of other unions or to the non-union workers.

B- It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract although there is already an approved contract in place.

C- It is a strike through which the union seeks to pressurize an employer to agree to the terms of a new contract because the current contract between the employer and the union has expired.

D- It is a strike through which the union seeks to pressurize an employer to assign all work to its members, rather than to members of non-union workers.

Answer:

A

Explanation:

A jurisdictional strike is an effort by the union to get the employer to assign specific work to the

union rather than to other unions or even non-union workers.

Answer option B is incorrect. This isn't a valid definition of a jurisdictional strike.

Answer option C is incorrect. This isn't a valid definition of a jurisdictional strike.

Answer option D is incorrect. This answer is close, but not the best choice. Note that the answer requests all work, not just particular work.

Question 4

Question Type: MultipleChoice

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?

Options:

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

Answer:

C

Explanation:

The Privacy Act of 1974 requires organizations to keep EEO-related matters private. This law is designed to protect the information the candidate has given to the organization as part of the application for the employment position.

Answer options B, A, and D are incorrect. These are not valid years from the Privacy Act of 1974.

Question 5

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 6

Question Type: MultipleChoice

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?

Options:

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

Answer:

A

Explanation:

The Clayton Act clarified language in The Sherman Antitrust Act, and deemed labor unions and agricultural unions exempt from The Sherman Antitrust Act.

Answer option B is incorrect. The Railway Labor Act applied onto, to interstate railroads, and required workers to keep the trains moving.

Answer option D is incorrect. The National Industrial Recovery Act guaranteed laborers the right to organize and bargain collectively.

Answer option C is incorrect. The National Labor Relations Act, also known as the Wagner Act, guaranteed the right to self-organization, to form, join, or assist labor organization, to bargain collectively through representatives of their own choosing.

Question 7

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 8

Question Type: MultipleChoice

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?

Options:

- A- Gary must file the EEO-VETS form
- B- Gary must file the VEVRAA ACT-1 report
- C- Gary must file the EEO-1 report
- D- Gary must file the VETS-100 form

Answer:

D

Explanation:

Under VEVRAA, the Vietnam Era Veteran's Readjustment Assistance Act, Gary must file the VETS-100 form by September 30 each year. This form reports information on the veterans employed by Gary's company.

Answer options C, B, and A are incorrect. These are not correct forms for the VEVRAA requirements.

Question 9

Question Type: MultipleChoice

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?

Options:

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

Answer:

A

Explanation:

Risk is uncertain - and in uncertainty lies opportunity. When an organization looks to grow and new employees may be added to the business,

new employees can bring risk to the organization's operations, goals, and endeavors.

Answer option D is incorrect. This is a correct definition of risk, but it does not address the human resource-related risk events.

Answer option B is incorrect. Risk can be positive or negative, not just adverse.

Answer option C is incorrect. Risk isn't always negative. Risk can be positive or negative.

Question 10

Question Type: MultipleChoice

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?

Options:

- 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

Explanation:

Gainsharing is a compensation plan where the money saved by reducing waste is shared among the employees or project team. It can also be used as an incentive for additional revenues generated.

Answer option D is incorrect. A short-term incentive usually last a year or less and the scenario doesn't indicate how long this incentive may be offered.

Answer option A is incorrect. A team incentive is for a particular team to reach a common goal. This choice is tempting but gainsharing is a more accurate description of what's occurring in this scenario.

Answer option B is incorrect. Profit sharing is similar to gainsharing, but the focus is one a profit goal, not a waste reduction goal.

Question 11

Question Type: MultipleChoice

Jan is the HR Professional for your organization. An employee within the organization has filed a charge with the EEOC that discrimination has been done by your organization against her. The EEOC has investigated the case and has found that there is no reasonable cause against your company. The person filing the charge, however, still believes that discrimination has occurred. How long does this person have, to file a lawsuit against your company?

Options:

- A- Once the EEOC has found that there is no reasonable cause, the complainant cannot file a lawsuit to sue.
- B- Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 30 days of the EEOC's findings.
- C- Once the EEOC has found that there is no reasonable cause, the complainant can still file a lawsuit within 90 days of the EEOC's findings.
- D- Once the EEOC has found that there is no reasonable cause, the complainant can still file a

lawsuit within 180 days of the EEOC's findings.

Answer:

C

Explanation:

Once the EEOC has found that there is no reasonable cause, the complainant still has the right to file a private lawsuit against your company.

The person is to file the lawsuit, however, within 90 days. The EEOC will send their findings to the employer and the complainant along with a right to sue letter -explaining the individual's rights to sue.

Answer option A is incorrect. The complainant can still seek to sue within 90 days.

Answer option B is incorrect. The complainant can still seek to sue within 90 days, not 30 days.

Answer option D is incorrect. The complainant can still seek to sue within 90 days, not 180 days.

Question 12

Question Type: MultipleChoice

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?

Options:

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

Answer:

A

Explanation:

The nominal group technique is a facilitated workshop to present an idea, allow brainstorming of additional ideas, and then the solutions are ranked by the group. A forecast can then be created based on the outcome of the exercise.

Answer option C is incorrect. This is more than just brainstorming as brainstorming does not begin with a presented idea or a ranking of ideas to predict an outcome.

Answer option D is incorrect. The Delphi Technique uses rounds of anonymous surveys to build consensus.

Answer option B is incorrect. Ratio analysis is a mathematical forecasting technique using two or more variables to predict a likely outcome.

P2P
exams

Question 13

Question Type: MultipleChoice

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?

Options:

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

P2P
exams

Answer:

A

Explanation:

Technically this is an example of disparate treatment. Fran has treated this applicant differently than the other applicants because the person says he speaks Spanish.

Answer option D is incorrect. There is no evidence of past discrimination in this example to make this choice correct.

Answer option B is incorrect. The disparate impact happens when a seemingly neutral policy has a disproportionately negative effect on the protected class.

Answer option C is incorrect. Accommodation is not a valid term for this scenario.



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>

20%
DISCOUNT

P2P
exams