HRCI PHRca Practice Questions

Shared by Sanford on 21-08-2026

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Question 1

Question Type: MultipleChoice

You are an 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 EEO Report is a survey, collected every other year on even calendar years?

Options:

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

Answer:

C

Question 2

Question Type: MultipleChoice

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?

Options:

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

Answer:

D

Question 3

Question Type: MultipleChoice

What of the following statements defines total rewards?

Options:

A- It is the total amount of pay a person earns per year.
B- It is the compensation and the benefits a person earns.
C- It is the amount of pay a person earns per hour.
D- It is the compensation a person earns for their time.

Answer:

B

Question 4

Question Type: MultipleChoice

Which of the following Acts provides compensation for employees and contractors of the Department of Energy who were subjected to excessive radiation while producing and testing nuclear weapons?

Options:

A- Drug-Free Workplace Act
B- Energy Employees Occupational Illness Compensation Program Act
C- Fair Labor Standards Act
D- Federal Employees Compensation Act

Answer:

B

Explanation:

Answer option B is correct.

Chapter: Risk Management

Objective: Risk Management

Question 5

Question Type: MultipleChoice

Which of the following serves to motivate employees to work safely, reduce workers compensation costs, and encourage improvements to safety programs?

Options:

A- Health and Safety Program
B- Voluntary Protection Program (VPP)
C- Strategic Protection Program
D- Strategic Partnership Program

Answer:

B

Explanation:

Answer option B is correct.

Chapter: Risk Management

Objective: Risk Assessment

Question 6

Question Type: MultipleChoice

Your organization will be using the factor comparison technique in their evaluations of job performance. You need to communicate what the factor comparison technique accomplishes as you're the HR Professional for your organization. Which of the following best describes the factor comparison technique?

Options:

A- Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job.
B- Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job. A monetary value is assigned for each factor to determine its worth. Based on performance, historical information, and value this approach determines the importance and value of each job.
C- Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job. A monetary value is assigned for each factor to determine its worth. Based on performance, historical information, and value this approach determines a bonus structure for each job.
D- Factor comparison is an evaluation technique that involves the ranking of each compensable factor of each job. A monetary value is assigned for each factor to determine its worth. Based on performance, historical information, and value this approach determines a pay rate for each job.

Answer:

D

Question 7

Question Type: MultipleChoice

As an HR Professional you must address risk in the work place. There are two general categories of risk: pure risk and business risk. Which one of the following is an example of pure risk?

Options:

A- Loss of investment
B- Loss of life or limb
C- Safety training for workers in construction
D- Fines and penalties for breaking regulations

Answer:

B

Question 8

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