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QUESTION 1

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?

- 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.

Correct Answer: D

The factor comparison does indeed assign a monetary value to the responsibilities, called points and levels, to determine the pay rate for each job. It can be used to determine employee value based on performance of meeting expectations.

Answer option A is incorrect. This is not a valid definition of the factor comparison technique as it does not completely define the approach.

Answer options C, B are incorrect. These are not valid definitions of the factor comparison technique.

QUESTION 2

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

Correct Answer: A

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. This act also addressed, however, the requirements of sanitary working conditions for employees. Answer option C is incorrect. 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 D is incorrect. The Fair Labor Standards Act was passed in 1938. It addressed minimum wage, overtime pay, child labor, and record keeping. Answer option B is incorrect. The Portal-to-Portal Act of 1947 clarified the hours of working for the purpose of minimum wage and overtime pay.



QUESTION 3

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. 70
- D. 75

Correct Answer: A

The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants. Answer options B, C, and D are incorrect. The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants.

QUESTION 4

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

Correct Answer: A

Psychological tests are used to measure the aptitude of the individual to perform in a given position, such as sales, medical, or even travel professional. These tests help the interviewer to determine whether the candidate possesses the desired psychological aptitude and characteristics to be successful in the position. Answer option C is incorrect. Content validity is evidence that the candidate can perform key aspects of the job in the interview process, such as conversing in English and then in Spanish if these were the requirements of the job. Answer option B is incorrect. Criterion-related validity is an example where performance scores achieved by current employees are based on the criterion used for the selection. For example, current employees can perform better because they can design artwork in particular software programs, so applicants must be able to use the particular software program to qualify for the position. Answer option D is incorrect. Predictive-validity is a confirmation that the characteristics the candidate tested for during the interview process hold true in the actual performance of the candidate once they've been hired.

QUESTION 5

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

Correct Answer: B

Quid pro quo happens when the acceptance or decline of an unwanted sexual advance leads to a hiring, employment, or workplace decision.

Because Sammy refused the dinner date, Pat didn't hire Sammy. Answer option A is incorrect. Covert is not a valid sexual harassment term. Answer option C is incorrect. Contingent is not a valid sexual harassment term. Answer option D is

incorrect. A hostile work environment describes unwelcome sexual conduct that interferes with a person's ability to complete their work, intimidation, or an offensive work environment.

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