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QUESTION 1

The Federal Labor Standards Act is something that all HR Professionals should be familiar with. This act clearly defines four areas that affect all employees. Which one of the following is not one of the four areas of employment covered by this act?

- A. Commissions, royalties, and tips
- B. Overtime
- C. Record keeping
- D. Minimum wage

Correct Answer: A

The Federal Labor Standards Act does not address commissions, royalties, and tips. The four things the act does address are minimum wage, record keeping, overtime, and child labor. Answer options D, C, and B are incorrect. Minimum wage, record keeping, and overtime are addressed by the Federal Labor Standards Act.

QUESTION 2

As an HR Professional you must be familiar with several acts of congress, laws, and regulations that address risks in the workplace. Which of the following laws was the first to establish consistent safety standards for workers?

- A. Mine Safety and Health Act
- B. USA Patriot Act
- C. Occupational Safety and Health Act
- D. Homeland Security Act

Correct Answer: C

The Occupational Safety and Health Act, 1970, was the first law to address occupational safety risks in the workplace. This act is also known as OSHA.

Answer option B is incorrect. The USA Patriot Act, 2001, addresses national security against terrorism.

Answer option A is incorrect. The Mine Safety and Health Act, 1977, addresses safety specifically of workers in mines.

Answer option D is incorrect. Homeland Security Act, 2002, addresses awareness and prevention for American's security.

QUESTION 3

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as "that's the way we do things around here"?



- A. Frederick Herzberg
- B. Allen A. Kennedy
- C. Edgard Schein
- D. W. Edwards Deming

Correct Answer: C

Edgard Schein of MIT's Sloan School of Management is the individual who defined organizational culture as "that's the way we do things around here."

Answer option A is incorrect. Herzberg's Theory of Motivation describes the elements that motivate performance in an individual.

Answer option D is incorrect. Deming is a leader in quality management but didn't address organizational culture, directly.

Answer option B is incorrect. Kennedy is a part of the team Deal and Kennedy who described the four dimensions of organizational culture.

QUESTION 4

Which of the following are non-monetary rewards that a company can provide to its employees?

- A. Recognition
- B. Opportunity to learn
- C. Flexible hours
- D. Cash compensation

Correct Answer: ABC

The following are non-monetary rewards that a company can provide to its employees:

Opportunity to learn

Flexible hours

Recognition

Employees need to learn and develop new skills in order to advance. Hence, opportunity to learn is a non-monetary reward.

Employees need time for their family, friends, and other activities. A flexible schedule or the occasional off can help employees to meet some of these obligations. Permitting some flexibility in an employee schedule increases their motivation.

Answer option D is incorrect. Cash compensation is a monetary reward for employment.

**QUESTION 5**

Which of the following are types of training evaluation? Each correct answer represents a complete solution. Choose all that apply.

- A. Testing
- B. Behavior
- C. Learning
- D. Reaction
- E. Results

Correct Answer: BCDE

The following are the four types of training evaluation: 1.Reaction 2.Learning 3.Behavior 4.Results The reaction measures immediate feedback. The learning measures what was learned through testing. The behavior measures job performance six months or more after training. The results measure whether the training had a positive impact on the bottom line. Answer option A is incorrect. There is no such type of training evaluation as Testing.

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