



# PHR<sup>Q&As</sup>

Professional in Human Resources

## Pass HRCI PHR Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.passapply.com/phr.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by HRCI  
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





### QUESTION 1

As an HR Professional you should be familiar with the terminology, practices, and rules governing union-based strikes. What term is assigned to a group of employees who are not directly affected by a group of striking employees, but they choose not to cross a picket line of strike?

- A. Common situs picketing
- B. Scabs
- C. Sympathy strike
- D. Wildcat strikes

Correct Answer: C

A sympathy strike occurs when non-striking workers don't cross the picket line of striking workers. Answer option B is incorrect. The term scab is a derogative term by which picketers often call workers who cross the picket line. Answer option A is incorrect. The common situs picketing happens when members of a picketing labor union picket a workplace in which multiple employers work. This could include employers who the picketers don't have a disagreement with. Answer option D is incorrect. A wildcat strike is when a collective bargaining agreement restricts strikes, but workers strike anyway.

---

### QUESTION 2

Your organization is looking for methods to improve communication between the management and the employees within the company. Which one of the following methods is best described as a small but representative sampling of employees - led in a conversation by a neutral moderator about an identified topic?

- A. Focus group
- B. Workshop
- C. Pilot group
- D. Brainstorming session

Correct Answer: A

Explanation:

A focus group is often used to find an employee-driven solution to a problem. Focus groups typically, but not always, include sampling of employees from across the organization. Focus groups should be led by neutral moderators, rather than

members of the management. Answer option C is incorrect. A pilot group is a collection of employees who will test a new software, impart training, or other implementation, and provide feedback on their experience. Pilot groups, often, are the

control groups to determine how the software, training, or implementation will go in the rest of the organization.

Answer option B is incorrect. A workshop isn't usually a sampling of employees from across the organization, though it could be. A workshop is designed to define requirements, solve a specific problem, or to create goals for an objective.



Workshops aren't usually led by a neutral moderator like in a focus group.

Answer option D is incorrect. A brainstorming session isn't led by a neutral moderator. These sessions aim to generate as many ideas as possible for softwares, products, services, or other solutions.

---

### QUESTION 3

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

- A. Open door policy
- B. Progressive discipline
- C. Active management
- D. Management by walking around

Correct Answer: D

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 4

Which of the following requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks?

- A. Fair Labor Standards Act (FLSA)
- B. Occupational Safety and Health Administration (OSHA)
- C. Federal Insurance Contributions Act (FICA)
- D. Employee Retirement Income Security Act (ERISA)

Correct Answer: C

Federal Insurance Contributions Act (FICA) requires employers to pay social security tax for employees and to withhold the tax amount from employee paychecks. Answer option B is incorrect. OSHA stands for Occupational Safety and

Health Administration. OSHA is an agency of the United States Department of Labor. It was created by Congress of the United States under the Occupational Safety and Health Act, signed by President Richard M. Nixon, on December 29,



1970. Its mission is to prevent work-related injuries, illnesses, and occupational fatality by issuing and enforcing standards for workplace safety and health. The agency is headed by a Deputy Assistant Secretary of Labor. OSHA issues

guidelines and regulations for the safe use of a computer.

Answer option A is incorrect. The Fair Labor Standards Act (FLSA) of 1938 established the minimum wage requirement, laws for protecting American children against labor exploitation, and Criteria for exempt and nonexempt employees.

Answer option D is incorrect. Employee Retirement Income Security Act (ERISA) is an American federal statute that establishes minimum standards for pension plans in private industry and provides for extensive rules on the federal income

tax effects of transactions associated with employee benefit plans.

---

### QUESTION 5

The GHF Corporation is looking to hire four software developers. The average pay for software developers, with the desired skill set, is \$76,000. The GHF Corporation believes that by offering \$80,000 for the starting salary they will attract better performers than their competitors. What is this scenario an example of?

- A. Lagging the market
- B. Leading the market
- C. Matching the market
- D. Beating the market

Correct Answer: B

When an organization wants to pay more than the market norm, they are considered to be leading the market. Answer option A is incorrect. Lagging the market means an organization is paying less than the market norms. Answer option C is incorrect. Matching the market means the company is paying the standard market rate. Answer option D is incorrect. Beating the market isn't an appropriate terminology for this scenario.

[PHR Practice Test](#)

[PHR Exam Questions](#)

[PHR Brainsdumps](#)