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Exam : **PHR**

Title : Professional in Human Resources

Version : Demo

1.During the organization of a union, it's possible that the union will gain recognition from the management. The management is then obliged to give the NLRB a list of employees who are eligible to vote in the unionization election. What is the name of the list of such employees called?
A. Constituent List
B. Union prospectus List
C. Excelsior List
D. Candidate List
Answer: C

2.There are four components of the HR Impact Model, which affect how a HR Professional may operate within a given environment. Which one of the following is NOT a component of the HR Impact Model.?
A. Consultation
B. Client
C. Catalyst
D. Programs and processes
Answer: B

3.Holly is a senior worker in her organization and she is a member of the union. Her position will be eliminated in sixty days and she will be released from the company. Rather than being unemployed, Holly asks the union to move her to a less senior position and release a junior employee. If the union agrees to this, what will this term be known as?
A. Bumping
B. Displacement
C. Releasing
D. Re-organization
Answer: A

4.As an HR Professional, you must be familiar with the collective bargaining agreements and the process that rights are given, contracts, and union and management cooperation. Consider an arbitration process between the management and the union. What term is assigned to the resolution of the disagreement, by an arbitrator's interpretation of the language of the contract?
A. Resolution
B. Interpretation
C. Decision
D. Outcome
Answer: C

5.As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What legal case found that a test that has an adverse impact on a protected class is still lawful as long as the test can be shown to be valid and job related?
A. Washington versus Davis, 1976
B. Griggs versus Duke Power, 1971
C. McDonnell Douglas Corp. versus Green, 1973
D. Albemarle Paper versus Moody, 1975

Answer: A

6.Your organization has a retirement benefits plan that is covered by ERISA . Under ERISA, which of the following is your organization required to do for the plan participants?
A. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at a cost of no more than $7 per participant, per year.
B. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
C. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no more than $7 perparticipant, per month.
D. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
Answer: B

7.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?
A. Disparate treatment
B. Disparate impact
C. Accommodation
D. Perpetuating past discrimination
Answer: A

8.As a Senior HR Professional, you should be familiar with non-monetary rewards that your company provides for its employees. Which of the following is an example of non-monetary reward?
A. Satisfaction from challenging and exciting assignments
B. Esteem from working with other talented people
C. Cash compensation
D. On-site cafeteria
Answer: D

9.Your organization will be using the point factor technique in their evaluations of job performance. You need to communicate what the point factor technique accomplishes as you're the HR Professional for your organization. Which one of the following best describes the point factor technique?
A. Specific compensable factors are identified and then performance levels within the factors are documented.
B. Specific compensable factors are identified and then performance levels within the factors are weighted on importance to theemployee.
C. Performance factors are identified by the employee and then performance levels within the factors are weighted based on importance to the organization.
D. Specific compensable factors are identified and then performance levels within the factors are documented. The different factors and levels are weighted based on importance to the organization.
Answer: D

10.What is the FairPay amount that defines, what a person makes, to be considered highly compensated?
A. $110,000 or more
B. $150,000 or more
C. $100,000 or more
D. $125,000 or more
Answer: C

11.Your manager has approached you regarding her desire to outsource certain functions to an external firm. She would like for you to create a document to send to three vendors asking them for solutions for these functions that your organization is to outsource. What type of a procurement document would you create and send to the vendors in this instance?
A. Request for Proposal
B. Request for Quote
C. Invitation for Bid
D. Request for Information
Answer: A

12.Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?
A. This is an example of an exception by bonafide occupational qualification to the Title VII of the Civil Rights Act of 1964
B. This is an example of a violation of the Title VII of the Civil Rights Act of 1964
C. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
D. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company
Answer: A

13.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?
A. EEO-4 Report
B. EEO-5 Report
C. EEO-3 Report
D. EEO-1 Report
Answer: C

14.The JHG Company has used discriminatory hiring practices in the past but they adjusted their practices and are following federal laws now to ensure that fair hiring practices are met. However, the JHG Company has an employee referral program as a primary source to recruit new employees. What danger may the JHG Company be exposed to in this scenario?
A. Perpetuating past unintentional practices

B. Perpetuating past discrimination practices
C. Succumbing to an adverse impact
D. Not finding qualified racially diverse candidates
Answer: B

15.You are a 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. One of the requirements in the interview process for a graphic designer is, for the graphic designer to use a software program and to create a simple brochure. This is an example of what type of validity?
A. Construct-related validity
B. Predictive validity
C. Criterion-related validity
D. Content validity
Answer: D

16.The Pregnancy Discrimination Act of 1978 prohibits employers from discriminating against employees on the basis of pregnancy, child birth, or other related medical conditions. This law affects organizations having what minimum number of employees?
A. All organizations with employees must abide by this law
B. Organizations with 100 or more employees
C. Organizations with 15 or more employees
D. This law only addresses federal government employees
Answer: C

17.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'll 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
Answer: B

18.You are an HR Professional for your organization. Your organization employs 120 people in the United States. You are required to file the EEO-1 report for your organization by what date?
A. April 15 of each year
B. The anniversary date of your organization reaching 100 employees
C. January 1 of each year
D. September 30 of each year
Answer: D

19.As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily

visible to employees. What OSHA poster lists each of the employee's rights?
A. OSHA 3165 poster
B. OSHA 5613 poster
C. OSHA 5131 poster
D. OSHA 3615 poster
Answer: A

20.Consider your role as a HR Professional in your organization. In your duties you're to keep abreast of market trends, practices in HR, employee attitudes, and your business needs. What component of the HR Impact Model is addressed in this situation?
A. Programs and processes
B. Policies and procedures
C. Catalyst
D. Consultation
Answer: C