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PHR Exam

HRCI PHR - Professional in Human Resources Exam

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Question: 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

Explanation:

The list of employees who are eligible to vote in the union election, is called the Excelsior List. It's so called, based on the outcome of the lawsuit Excelsior Underwear, Inc. v. NLRB in 1996.

Answer option D is incorrect. The list is called the Excelsior List, not the candidate list.

Answer option A is incorrect. The list is called the Excelsior List, not the constituent list.

Answer option B is incorrect. The list is called the Excelsior List, not the union prospectus list.

Question: 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

Explanation:

Client is not one of the four components of the HR Impact Model. The four components are catalyst, consultation, policies and procedures, and programs and processes. Answer options C, A, and D are incorrect. Catalyst, consultation and programs and processes are the components of the HR Impact Model.

Question: 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

Explanation:

This is an example of bumping. Bumping is when a senior employee's position is being eliminated and she elects to move to a less senior position and force a less senior worker out of employment. Answer options C, B, and D are incorrect. These aren't valid terms for this scenario. Bumping is the correct choice.

Question: 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

Explanation:

The technical term of arbitration, based on the interpretation of the language of the contract, is called a decision. Answer option D is incorrect. Outcome is not the valid term to describe the interpretation of the language of the contract, which is called a decision.

Answer option A is incorrect. Resolution is not the valid term to describe the interpretation of the language of the contract, which is called a decision.

Answer option B is incorrect. Interpretation is not the valid term to describe the interpretation of the language of the contract, which is called a decision.

Question: 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

Explanation:

Washington versus Davis is correct. Two African Americans were denied positions at the Washington DC police department because of their performance on a job-related test. The US Supreme Court ruled against the plaintiffs and deemed that the test did not violate the due process clause. Answer option B is incorrect. The Griggs versus Duke Power lawsuit was heard in the US Supreme Court. This case, which preceded the Civil Rights Act of 1964, centered on a policy, Duke Power Company had of segregating employees by race. Answer option C is incorrect. McDonnell Douglas Corp. versus Green, 1973 centered on a race discrimination case regarding the burdens and nature of proof in proving a Title VII of the Civil Rights Act of 1964. Answer option D is incorrect. Albemarle Paper versus Moody, 1975 dealt with racial discrimination and the responsibilities of organizations to offer back pay to individuals that were racially discriminated. The racial discrimination may have prevented certain employees from advancing in the organization.

Question: 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 per participant, 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

Explanation:

The plan administrator is required to provide participants, at no cost, with plan information about the features and funding of the plan.

Answer option A is incorrect. The information must be provided to the participants from the plan administrator at no cost.

Answer option D is incorrect. Monthly information is not mandated so this choice isn't the best answer.

Answer option C is incorrect. Monthly information is not mandated, and the information must be provided at no cost to the plan participants.

Question: 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

Explanation:

Technically this is an example of disparate treatment. Fran has treated this applicant differently than the other applicants because the person says he speaks Spanish.

Answer option D is incorrect. There is no evidence of past discrimination in this example to make this choice correct.

Answer option B is incorrect. The disparate impact happens when a seemingly neutral policy has a disproportionately negative effect on the protected class.

Answer option C is incorrect. Accommodation is not a valid term for this scenario.

Question: 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

Explanation:

An on-site cafeteria is an example of a non-monetary reward.

Answer option B is incorrect. Esteem from working with other talented people is an extrinsic reward.

Answer option A is incorrect. An intrinsic reward is an outcome that gives satisfaction to an individual from challenging and exciting assignments. An intrinsic reward encourages employee's self esteem.

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

Question: 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 the employee.

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

Explanation:

The point factor technique identifies point of performance based on importance to the organization. Within each point, levels of performance are created. Both levels and points are then weighted based on most important to least important, to determine overall performance of each employee.

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

Question: 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

Explanation:

FairPay determines that a person earning \$100,000 or more is considered to be highly compensated.

Answer options A, D, and B are incorrect. The amount is \$100,000 or more, not specifically \$110,000, \$125,000, or \$150,000.

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