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QUESTION 1

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 2

The Americans with Disabilities Act of 1990 identifies an individual with a disability, as a person who has one or more of the following characteristics except for which one?

- A. Has a record of such impairment that substantially limits one or more major life activities
- B. Is regarded as having such impairment that substantially limits one or more major life activities
- C. Is believed by employers that an individual having a physical or mental impairment substantially limits one or more major employment activities
- D. Has a physical or mental impairment that substantially limits one or more major life activities

Correct Answer: C

The basis of an individual with a disability is not left to the interpretation of the employer so this choice is incorrect.

Answer options D, A, and B are incorrect. These are valid statements based on the definitions provided in the Americans with Disabilities Act of 1990.

QUESTION 3

As an HR Professional you must be familiar with several laws and pieces of legislation that affects your practices. What act makes it illegal to discriminate against older workers with respect to benefits or to target older workers for layoffs?

- A. OWBPA
- B. OASDI
- C. HIPAA
- D. MHPA

Correct Answer: A

The OWBPA, the Older Worker's Benefit Protection Act of 1990, made it illegal for a company to discriminate against or target older workers for layoffs. Answer option C is incorrect. HIPAA, the Health Insurance Portability and Accountability

Act, focuses on security and portability of health care coverage and privacy considerations. Answer option D is incorrect. MHPA, the Mental Health Parity Act, prohibits group health plan providers, insurance companies, and HMOs that offer

mental health benefits from setting annual or lifetime dollar amounts on mental health benefits, that are lower than any such dollar limits for medical and surgical benefits.

Answer option B is incorrect. OASDI, the Old Age, Survivors, and Disability Insurance program is also known as Social Security.

QUESTION 4

The Taft-Hartley Act, also known as the Labor Management Relations Act, addressed unions and engaged in certain types of secondary boycotts. What is a secondary boycott?

- A. It is an effort to convince others to stop doing business with a particular organization that is the subject of a primary boycott.
- B. It is an effort to create more than one boycott on an organization, on two or more revenue streams.
- C. It is two or more boycotts by two or more union-backed organizations against one company.
- D. It is additional boycotts against companies that do business with a company which the union is boycotting.

Correct Answer: A

A second boycott is an effort to convince others to stop doing business with a particular organization that is the subject of a primary boycott. Answer options B, D, and C are incorrect. These are not valid definitions of a secondary boycott.

QUESTION 5

You are the HR Professional for your organization. You're leading a presentation on equal employment opportunity terminology for your staff. Beth, a staff member, wants to know what a charge is -in regard to equal employment opportunity. What is a charge?

- A. A charge is the documentation of an alleged unlawful discrimination.
- B. A charge is an individual that has lodged a formal complaint to an agency that alleges unlawful discrimination.
- C. A charge is the evidence that unlawful discrimination has occurred.
- D. A charge is a formal complaint submitted to an agency that alleges unlawful discrimination.

Correct Answer: D

A charge is the formal complaint submitted to an agency that alleges unlawful discrimination. It does not mean that discrimination has actually happened, just that it might have happened. Answer option B is incorrect. The individual filing the

charge is actually called the charging party or complainant.

Answer option A is incorrect. This answer is partly right, as there must be documentation in a charge, but a charge is more than just the documentation. Answer option C is incorrect. A charge is not the evidence that unlawful discrimination

has occurred; it's just the filing of the alleged discrimination.

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