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QUESTION 1

Amy is a sales person for your company and she earns her pay based on commission. Amy's pay is known as variable pay or what other term?

- A. Fixed pay
- B. Commission only
- C. Base pay
- D. At risk pay

Correct Answer: D

Amy's pay is a variable pay because her level of income is based on how well she sells. When an employee is paid a variable pay it is also known as "at risk pay." Answer option C is incorrect. Base pay is a fixed amount of pay for doing a job.

Amy's pay varies and isn't fixed.

Answer option A is incorrect. Fixed pay isn't technically a HR Professional term, though it's often used with base pay.

Answer option B is incorrect. Commission only pay is a slang to describe "at risk pay" or variable pay.

QUESTION 2

You are the HR Professional for your organization and you're completing a turnover analysis. You're considering that over the past year your organization has employed 1,238 employees and during that same period your organization has terminated 56 employees. Based on this information what is your organization's turnover for the past year?

- A. 56
- B. Significantly lower than average
- C. 22
- D. Moderately low

Correct Answer: C

The turnover analysis uses the simple formula of number of terminations/the number of employees during the same time period. In this example, it's $56/1238$ for roughly 22. Answer option A is incorrect. 56 is the total number of people that have been terminated. Answer option D is incorrect. Turnover isn't described in ordinal terms. Answer option B is incorrect. Turnover isn't described in ordinal terms.

QUESTION 3

John's organization has collected several applications for an employment position within his organization. The data collected from these applications must be kept secure and private, especially in light of the Privacy Act of what year?

- A. 1964
- B. 1968
- C. 1974
- D. 2007

Correct Answer: C

The Privacy Act of 1974 requires organizations to keep EEO-related matters private. This law is designed to protect the information the candidate has given to the organization as part of the application for the employment position. Answer options B, A, and D are incorrect. These are not valid years from the Privacy Act of 1974.

QUESTION 4

Heather's organization works with a labor union work force. Heather has heard rumors that the union has been trying to create a hot cargo agreement with a supplier. What is a hot cargo agreement?

- A. It's an agreement that an employer will stop doing business with a non-union business.
- B. It's a threat that the union will slow down processing orders for non-union shops.
- C. It's an agreement to rush orders for union-based businesses.
- D. It forces suppliers to join the union.

Correct Answer: A

A hot cargo agreement is an agreement an employer makes to stop doing business with other, usually non-union based businesses. Answer options D, B, and C are incorrect. These are not valid definitions of a hot cargo agreement.

QUESTION 5

What act prohibits discrimination on the basis of physical and mental disabilities?

- A. ADEA of 1967
- B. Rehabilitation Act of 1973
- C. VEVRAA of 1974
- D. IRCA of 1986

Correct Answer: B

The Rehabilitation Act of 1973 prohibits discrimination on the basis of physical and mental disabilities.

Answer option A is incorrect. The ADEA of 1967 is the Age Discrimination in Employment Act and addresses discrimination against employees and applicants greater than 40 years of age. Answer option C is incorrect. VEVRAA is the

Vietnam Era Veteran's Readjustment Assistance Act. Answer option D is incorrect. IRCA is the Immigration Reform

and Control Act, which prohibits discrimination on the basis of national origin and creates penalties for hiring illegal aliens.

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