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QUESTION 1

As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the legal case, the United Steelworkers of America versus Weber regard?

- A. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring women and minorities.
- B. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from using racial criteria as a method to determine workplace advancement.
- C. The United States Supreme Court held that the Civil Rights Act of 1964 did not bar employers from favoring women and minorities.
- D. The United States Supreme Court held that the Civil Rights Act of 1964 did bar employers from favoring minorities, but could do gender based favor.

Correct Answer: C

This case centers on Brian Weber being excluded from a job training program that, if completed, would have increased his pay. His employer, Kaiser Aluminum and Chemical Corp., allowed blacks and whites into the program on one-to-one basis. Weber sued on the grounds of "reverse discrimination." He initially won, but then the US Supreme Court overturned the decision. Answer options A, D, and B are incorrect. These are not correct definitions of the United Steelworkers of America versus Weber.

QUESTION 2

You are completing a Form I-9 with a newly hired employee. Which one of the following documents is not allowed as a proof of identity and employment eligibility for the newly hired employee?

- A. Driver's license
- B. Expired US passport
- C. Certificate of naturalization
- D. Unexpired reentry permit

Correct Answer: A

A driver's license is a document that is acceptable to establish identity, but it is not acceptable as a document that confirms eligibility of employment.

Answer options B, C, and D are incorrect. An expired US passport, certificate of naturalization, and unexpired reentry permit are legitimate documents for the proof of employment eligibility and for identity.

QUESTION 3

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.

Correct Answer: B

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 4

Which of the following is the process of constantly working with employees to enhance their ability to perform their jobs productively?

- A. Performance appraisal
- B. Employee self-assessment
- C. Performance management
- D. Supervisory training

Correct Answer: C

Performance management is the process of constantly working with employees to enhance their ability to perform their jobs productively. Performance management includes activities to ensure that goals are consistently being met in an

effective and efficient manner. Performance management can focus on the performance of an organization, a department, employee, or even the processes to build a product or service, as well as many other areas. Answer option D is

incorrect. Supervisory training generally involves topics related to interactions with employees, such as performance management, progressive discipline, performance appraisals, workplace safety, and training.

Answer option A is incorrect. Performance appraisal is a structure for documenting individual performance. Performance appraisal can contribute to productive relationships between employees and their supervisors.

Answer option B is incorrect. Employee self-assessment process is meant to be a two-way conversation. In this process, employees are asked to assess their own performance as part of the appraisal.

QUESTION 5

Management and union representatives are working through a collective bargaining agreement. What term is used in this process to describe arbitration that is used to resolve conflicts around contract language in the collective bargaining agreement?

- A. Decisions
- B. Permanent arbitration
- C. Interest arbitration
- D. Ad hoc arbitration

Correct Answer: C

When there is arbitration between management and the union regarding contract language, it is commonly referred to as interest arbitration. Answer option A is incorrect. Decisions describe the resolution of grievances based on the interpretation of the contract. Answer option D is incorrect. Ad hoc arbitration isn't technically a term associated with contract language. Ad hoc arbitrators, however, is. Ad hoc arbitrators describe the ability of either management or union to be forced to use an arbitrator which they're not happy with. Answer option B is incorrect. Permanent arbitration isn't technically a term associated with contract language. Permanent arbitrators, however, are. Permanent arbitrators describe an arbitrator that stays with the party (management or union) for the duration of the contract.

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