

# PHR<sup>Q&As</sup>

Professional in Human Resources

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### QUESTION 1

Validity is an important part of the interview process. All HR Professionals should recognize validity through the interview process. Which one of the following is not one of the four types of validity?

- A. Content validity
- B. Professional validity
- C. Construct validity
- D. Predictive validity

Correct Answer: B

There are four types of validity that HR Professional should be familiar with: content validity, criterion-related validity, construct validity, and predictive validity. There is no such category as professional validity. Answer options D, A, and C are incorrect. Predictive validity, content validity, and construct validity are the categories of validity, as part of abiding by the Uniform Guidelines on Employee Selection Procedures.

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### QUESTION 2

Diane is the HR Professional for her organization and she's examining the ranges for the compensation levels of her company. Which one of the following statements best describes what a range for compensation is?

- A. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are federally mandated that employees be paid.
- B. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are generally paid.
- C. A range specifies the lowest/minimum and the highest/maximum compensation rates for the worth of responsibilities.
- D. A range specifies the lowest/minimum and the highest/maximum value for which employees are generally paid through incentives.

Correct Answer: B

A range is the space between the minimum and maximum pay for the type of work or role an employee satisfies in an organization.

Answer option D is incorrect. A range is not assigned to employees worth based on incentives. Answer option A is incorrect. Ranges are not federally mandated so this choice is not valid. Answer option C is incorrect. The choice isn't valid

because it's not the worth of the responsibilities, but the range of pay from minimum to maximum for employees.

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### QUESTION 3

Yolanda is an HR Professional for her organization that has 250 employees. Yolanda is working with Thomas, a manager in the company. Thomas reports that Carrie, one of his staff members, will be leaving the organization for a

leave absence due to a pregnancy issue. Thomas wants to know if he can terminate Carrie's employment because she won't be able to complete her work due to the pregnancy issue. What's the best answer for this scenario?

- A. Yolanda should tell Thomas that Carrie must return to work within 28 days or the organization can assume that Carrie has resigned.
- B. Yolanda should tell Thomas that Carrie's employment can be terminated as pregnancy issues are not allowable time away from the organization.
- C. Yolanda should tell Thomas that Carrie's employment can be terminated as the organization does not meet the Pregnancy Discrimination Act with 500 minimum employees.
- D. Yolanda should tell Thomas that Carrie must be treated the same way as any other temporarily disabled employee.

Correct Answer: D

Under the Pregnancy Discrimination Act of 1978, organizations must treat employees that are temporarily unable to complete their jobs due to pregnancy, the same way the organization would treat any other temporarily disabled employee.

Answer option B is incorrect. Thomas can't terminate Carrie's employment because of pregnancy. Answer option C is incorrect. The Pregnancy Discrimination Act actually applies to organizations with 15 or more employees.

Answer option A is incorrect. There is no 28-day time limit to the requirements of the Pregnancy Discrimination Act.

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#### QUESTION 4

The Equal Pay Act of 1963 prohibits discrimination on the basis of sex in the payment of wages or benefits, to men and women who perform substantially equal work for the same employer, in the same establishment, and under similar working conditions. The law defined substantial equality of job content on four factors. Which one of the following is not one of the four factors this law defines?

- A. Effort
- B. Working conditions
- C. Skill
- D. Education

Correct Answer: D

The Equal Pay Act of 1963 defines the substantial equality of job contents based on skills, effort, responsibility, and working conditions. Answer options C, A, and B are incorrect. Skill, effort, and working conditions are defined as part of the Equal Pay Act of 1963.

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#### QUESTION 5

The Federal Labor Standards Act is something that all HR Professionals should be familiar with. This act clearly defines four areas that affect all employees. Which one of the following is not one of the four areas of employment covered by this act?

- A. Commissions, royalties, and tips

B. Overtime

C. Record keeping

D. Minimum wage

Correct Answer: A

The Federal Labor Standards Act does not address commissions, royalties, and tips. The four things the act does address are minimum wage, record keeping, overtime, and child labor. Answer options D, C, and B are incorrect. Minimum wage, record keeping, and overtime are addressed by the Federal Labor Standards Act.

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