



PHR^{Q&As}

Professional in Human Resources

Pass HRCI PHR Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.geekcert.com/phr.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by HRCI
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





QUESTION 1

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 2

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is a group of national unions.
- B. A federation is the same as a union.
- C. A federation is a union that has international members.
- D. A federation is the governing body of a union.

Correct Answer: A

A federation is a collection of national unions. Federations usually lobby on behalf of its union members to speak collectively for the labor which the federation represents. The AFL-CIO is one of the largest federations.

Answer option B is incorrect. A federation is not the same as a union. Federations are made up of unions.

Answer option is incorrect. A federation represents national unions, not international unions. Answer option D is incorrect. A federation is not the governing body of unions. Federations do not get involved with bargaining or contract administration.

QUESTION 3

Martha is the HR Professional for her organization and she's working with her team to complete non-quantitative job evaluations. Martha wants to stress the available types of non-quantitative job evaluation techniques that are appropriate for her team to be communicated to managers. Which one of the following is not a non-quantitative job evaluation technique that Martha should share?

- A. Whole job ranking



- B. Job slotting
- C. Factor comparison
- D. Job classification

Correct Answer: C

Factor comparison is a quantitative job evaluation technique that identifies specific compensable factors and then establishes level of performances within each of those compensable factors. Answer option A is incorrect. Whole job ranking is

a non-quantitative job evaluation technique where jobs are ranked from lowest to highest.

Answer option D is incorrect. Job classification is a non-quantitative job evaluation technique where jobs are categorized into different levels.

Answer option B is incorrect. Job classification is a non-quantitative job evaluation technique that sorts new jobs into an existing job hierarchy.

QUESTION 4

Frank is an employee at the HBF Corporation, and he has recently been terminated because of poor company income. Frank visits the company's blog and saw a comment from his manager, which says, "We had to let Frank go today because he kept screwing up sales order. He's incompetent!" This is an example of which one of the following?

- A. Termination evidence
- B. Slander
- C. Libel
- D. Freedom of speech

Correct Answer: C

Defamation in writing is an example of a libel.

Answer option D is incorrect. Freedom of speech does have provisions, but in this case Frank was released because of poor company income, and not for being incompetent. This is an example of a libel.

Answer option B is incorrect. Slander is defamation through the spoken words. Answer option A is incorrect. Frank was terminated for poor company income, and not for screwing up sales orders.

QUESTION 5

OSHA has identified six standards that apply to almost all general industry employers. All of the following are standards as defined by OSHA that apply to employers except for which one?

- A. Emergency action plan standard
- B. Equity pay standard



C. Exit routes standard

D. Fire safety standard

Correct Answer: B

Payment of employees is not something covered by OSHA so this choice is incorrect. The six standards as defined by OSHA are hazard communication standard, emergency action plan standard, fire safety standard, exit routes standard, walking/working surfaces standard, and the medical and first aid standard.

Answer option C is incorrect. The exit routes standard is one of the six standards defined by OSHA. Answer option D is incorrect. The fire safety standard is one of the six standards defined by OSHA. Answer option A is incorrect. The

emergency action plan standard is one of the six standards defined by OSHA.

[PHR Practice Test](#)

[PHR Exam Questions](#)

[PHR Braindumps](#)