



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

Professional in Human Resources

## Pass HRCI PHR Exam with 100% Guarantee

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

<https://www.pass4itsure.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**

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 3**

Your organization is aiming to reduce costs by stopping wastes in the production cycle. The company has created a



plan that will reward employees 50 percent of the savings from the waste stoppage. What type of compensation plan is your organization offering to employees in this instance?

- A. This is an example of a team incentive
- B. This is an example of profit sharing
- C. This is an example of gainsharing
- D. This is an example of a short-term incentive

Correct Answer: C

Gainsharing is a compensation plan where the money saved by reducing waste is shared among the employees or project team. It can also be used as an incentive for additional revenues generated. Answer option D is incorrect. A short-term incentive usually last a year or less and the scenario doesn't indicate how long this incentive may be offered. Answer option A is incorrect. A team incentive is for a particular team to reach a common goal. This choice is tempting but gainsharing is a more accurate description of what's occurring in this scenario. Answer option B is incorrect. Profit sharing is similar to gainsharing, but the focus is one a profit goal, not a waste reduction goal.

---

#### QUESTION 4

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. There are three primary types of bargaining that management and unions participate in. Which one of the following bargaining types aims to generate a variety of options before settling on one?

- A. Distributive bargaining
- B. Good faith bargaining
- C. Integrative bargaining
- D. Interest-based bargaining

Correct Answer: D

Interest-based bargaining focuses on interests rather than positions, and it separates people from the problem. This type of bargaining is done in co-operation between the two parties. Interest-based bargaining aims to create many possible solutions before settling on just one. Answer option A is incorrect. Distributive bargaining happens when each side sets their case and then does their best to stick to their objectives. Distributive bargaining is combative, adversarial, and can corrode management-labor relationships. Answer option C is incorrect. Integrative bargaining describes the process of examining issues as a whole, rather than one at a time. Integrative bargaining looks for a win-win for both sides of the disagreement. Answer option B is incorrect. Good faith bargaining is not a bargaining type, but a description of the process both sides should go into the bargaining process with.

---

#### QUESTION 5

Which of the following are established by Fair Labor Standards Act (FLSA) of 1938? Each correct answer represents a complete solution. Choose three.

- A. Criteria for exempt and nonexempt employees
- B. Minimum wage requirement



C. Laws for protecting American children against labor exploitation

D. Health insurance requirement

Correct Answer: ABC

The Fair Labor Standards Act (FLSA) of 1938 established the following:

Minimum wage requirement

Laws for protecting American children against labor exploitation Criteria for exempt and nonexempt employees

Answer option D is incorrect. Health insurance requirement are not established by FLSA.

[PHR PDF Dumps](#)

[PHR VCE Dumps](#)

[PHR Practice Test](#)