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**QUESTION 1**

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts used the terminology "work now, grieve later" to describe the urgency of performing work?

- A. Clayton Act
- B. National Labor Relations Act
- C. Railway Labor Act
- D. National Industrial Recovery Act

Correct Answer: C

The Railway Labor Act was a critical win for the management, in that it helped keep trains, and later airlines, from striking - to disrupt travel of citizens. The act was created to keep the trains moving - with a few exceptions, such as safety.

Answer option A is incorrect. The Clayton Act clarified language in the Sherman Antitrust Act, and deemed labor unions and agricultural unions exempt from the Sherman Antitrust Act. Answer option D is incorrect. The National Industrial

Recovery Act guaranteed laborers the right to organize and bargain collectively.

Answer option B is incorrect. The National Labor Relations Act, also known as the Wagner Act, guaranteed the right to self-organization, to form, join, or assist labor organization, to bargain collectively through representatives of their own choice.

QUESTION 2

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee. Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Financial control
- B. Locale of work performed
- C. Behavioral control
- D. Type of relationship

Correct Answer: B

The locale of the work performed is not one of the three levels of control as defined by the IRS. The three levels are: Behavioral control, financial control, and the type of relationship. Answer option C is incorrect. Behavioral control defines

who does the work, who controls the work, who directs the work, and how each action is done. Organizations train employees to perform services in a particular manner, while independent contractors determine their own methods. Answer



option A is incorrect. Financial control defines whether the business has a right to control the financial business aspects of the worker's job. The business aspects are as follows:

The extent to which the worker makes services available to the relevant market versus a single business

How the worker is paid

The extent to which the business expenses are not reimbursed The extent of investment made by the worker in the business Answer option D is incorrect. The type of relationship should be defined in the written contract, assuming one exists,

between the person and the organization.

QUESTION 3

As an HR Professional you should be familiar with the terminology, practices, and rules governing union-based strikes. What is the ally doctrine?

- A. A union may expand upon its primary picketing activity to include employees who are allies of the primary employer.
- B. Employers cannot force friends, colleagues, and family members into joining a union picket. Allies of the picketing union can allow allies into the picket line.
- C. A union may expand upon its primary picketing activity to include employers who are allies of the primary employer.
- D. A union may serve as an ally to another striking union by allowing their members to join the picket against the primary employer.

Correct Answer: C

The ally doctrine states that a union may expand its primary picketing activities to employers who are allies of the primary employer, in an attempt to put more pressure on the primary employer. Answer options D, A, and B are incorrect. These are not valid definitions of the ally doctrine.

QUESTION 4

There are seven stages of internal consulting that a HR Professional must be familiar with. Consider this scenario: Mark is a HR Professional for his organization. He is meeting with Tammy and Tammy's supervisor Eric to learn about a conflict between Tammy and Eric. Mark wants to understand both parties before addressing the scenario. Which of the seven stages is Mark, Tammy, and Eric participating in?

- A. Developing recommendations
- B. Implementing
- C. Exploring the situation
- D. Gaining agreement to the project plan

Correct Answer: C

Mark is first exploring the situation to determine how best to address the concerns of Tammy and Eric.



Answer option A is incorrect. Mark, Tammy, and Eric are not developing recommendations; all parties are seeking to best understand the situation first. Answer option D is incorrect. Mark has not made a recommendation, so no project plan

has been developed.

Answer option B is incorrect. At this point Mark is facilitating the meeting to explore the situation, and not implementing the project plan.

QUESTION 5

Sally is an HR employee for her company. She is primarily interested in serving only in an organizational role where she focuses on creating HR policies and procedures. What is the limitation Sally may subject herself to, if she focuses only on the organizational role?

- A. She will only be involved in the organization's strategic planning efforts.
- B. She won't be involved in the organization's strategic planning or change efforts.
- C. Her organizational impact will be limited to identifying problems, creating policy initiatives, and launching HR programs.
- D. Her organizational impact will be limited to promoting employee performance.

Correct Answer: B

HR professionals who restrict themselves to just one quadrant of the HR Impact Model often limit their effectiveness as an HR Professional. In this instance, Sally won't contribute to strategic planning and change efforts.

Answer option A is incorrect. Sally won't be involved in the strategic planning efforts. Answer option D is incorrect. Sally's focus won't be on employee performance, but on policies. HR Professionals who focus on programs and processes

promote employee performance. Answer option C is incorrect. HR Professionals should also be involved in the programs and processes quadrant of the HR Impact Model to help promote new programs and processes.

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