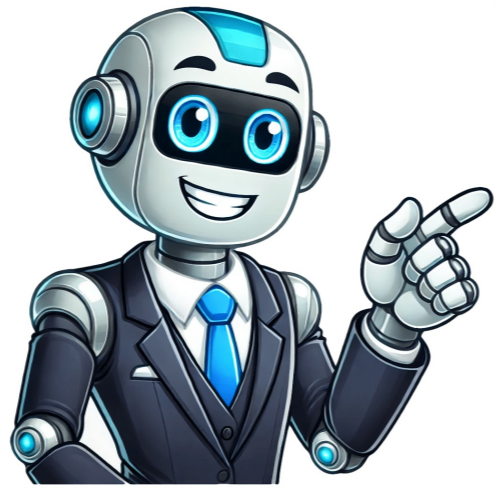


I'm not robot



The PHR certification is a credential that can be earned by professionals working in Human Resources. The HR Certification Institute offers the exam for those with experience in program implementation, organizational structure, and HR practices. To start preparing for the PHR test, click the "Start Test" button above to access free practice questions. To apply for the PHR certification, applicants must meet specific education and experience requirements: four years of HR experience with a high school diploma, two years of experience with a Bachelor's degree, or one year of experience with a Master's degree or higher. The exam consists of 115 multiple-choice questions, including 25 pretest questions, which are used to evaluate future exam questions. The PHR test is divided into seven functional areas: 1. Business Management (14%): Understanding business environment, industry best practices, and cross-functional stakeholders' roles. 2. Workforce Planning and Talent Acquisition (14%): Federal laws, organizational policies, sourcing methods, and talent acquisition lifecycle management. 3. Learning and Development (10%): Administering learning programs, career development, training, and succession planning. 4. Total Rewards (15%): Compensation information, payroll resolution, non-cash rewards, and benefit programs administration. 5. Employee Engagement (17%): Functional effectiveness, organizational programs implementation, performance management strategy, and performance activities support. 6. Employee and Labor Relations (20%): Diversity, inclusion, equity, outreach, health, safety, security, and privacy laws promotion. 7. HR Research and Analytics (10%): Data analysis for strategic decision-making. Note: The percentages may not add up to 100% as some areas are not mentioned in the original text. HR Policies and Exam Details Employer obligations and employee rights must be clearly understood by both parties. Organizational policies and procedures support resolving employee complaints, conflicts, and concerns, as well as promoting positive labor relations. The Human Resources (HR) department plays a crucial role in managing HR information management, including database content and technology. This includes communicating information from HR databases while maintaining security best practices. To take the Professional in Human Resources (PHR) exam, candidates must create an account on the HRCI website, submit their application, and pay the \$100 application fee. Once approved, they can schedule their exam and pay the \$395 examination fee. Exam Details: - **"In-person Testing"**: Arrive 15-30 minutes before the scheduled exam time, present a valid government-issued photo ID, and leave personal items in a small locker. - **"Remote Testing"**: Log in 30 minutes prior to the scheduled exam time, show a valid government-issued photo ID to the webcam, scan your room with your webcam, and begin the exam. - **"Scoring System"**: The Angoff method uses a score scale of 100 to 700, and a final scaled score of no less than 500 is required to pass. Preparation: Mometrix offers an online PHR prep course, which includes: - 50+ review lessons covering every topic - Over 1,000 PHR practice questions - 350+ digital flashcards - Money-back guarantee - Mobile access This course is designed to cater to different learning styles and ensure success on the exam. Mometrix offers resources for PHR exam prep, including online courses and flashcards that break down complex subjects into understandable concepts. To check progress and ensure effective studying, it's essential to take practice tests, which can help identify areas of improvement. When reviewing these tests, pay close attention to questions in three categories: those answered incorrectly, those requiring guesses, and challenging ones. Analyze each question to understand the weak spots and devote extra study time accordingly. Practice test explanations are also crucial, but it's equally important to investigate related concepts until a thorough understanding is achieved. As the PHR practice tests are meant for practice, memorizing sample questions won't suffice; instead, studying the underlying concepts will make answering any question on the actual test more achievable. A recommended strategy for taking practice tests involves first removing limitations by taking the test without time constraints and with notes handy, then timing oneself to simulate the real test experience, and finally, consistently practicing until ready for the exam. You've acquired knowledge. Frequently Asked Questions, in turn, have been absorbed as well. Frequently Asked Questions

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