

Unique Top-selling PHRca Exams - New 2025 HRCI Practice Exam [Q31-Q45]



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HRCI Certifications Dumps PHRca Exam for Full Questions - Exam Study Guide

HRCI PHRca (Professional in Human Resources - California) Certification Exam is designed for individuals who wish to pursue a career in human resources management in California. Professional in Human Resources - California certification program is specifically tailored to meet the needs of human resources professionals who operate in the unique legal and business environment of California. PHRca exam is designed to test the knowledge and skills necessary to perform effectively as a human resources professional in this state.

NO.31 If an employee wants to participate in a union, they often have union dues to pay. The employer is obligated to deduct the payment from the employee's paycheck and give it to the union only if which condition is met?

- * The person requesting for the union dues deduction must make the request in writing.
- * The union representative must contact the employer and verify the request on behalf of the employee.
- * The person requesting for the union dues deduction must be employed for more than 90 days.
- * The person requesting for the union dues deduction must be employed for more than 120 days.

NO.32 Job fulfillment from working with a talented peer group is an example of which of the following types of compensation?

- * Monetary
- * Intrinsic
- * Extrinsic
- * Total rewards

Answer option B is correct. Intrinsic rewards are driven by internal versus external factors. Job fulfillment based on work relationships, the opportunity to use strengths, and career growth are examples of nonmonetary compensation. Extrinsic rewards (C) are those rewards that are driven by external factors, usually in the form of monetary (A) or benefit rewards (components of a total rewards system (D)).

Chapter: Compensation and Benefits

Objective: Review Questions

NO.33 In the _____ supervisors meet with their staff for updates and coordination of activities.

- * Department staff meetings
- * Brown-bag lunches
- * Town hall meetings
- * Managers meetings

Answer option A is correct.

Chapter: Employee and Labor Relations

Objective: Employee Relations

NO.34 Which of the following provides an anonymous means by which employees can provide ideas for improvements to management?

- * Suggestion box
- * Task force
- * Committees
- * Work team

Answer option A is correct.

Chapter: Employee and Labor Relations

Objective: Employee Relations

NO.35 Which of the following requires that employees act in the best interest of the employer?

- * Duty of diligence
- * Duty of obedience
- * Due process
- * Duty of loyalty

Answer option D is correct.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

NO.36 You are a HR Professional for your organization and you're preparing your team for a series of interviews.

You want the team to be familiar with the validity types you'll use and encourage in the series of interviews.

One of the requirements for the open position is that the candidates are fluent in both English and Spanish.

This is based on the high performers among current employees that have this trait. This is an example of what type of validity?

- * Criterion-related validity
- * Predictive validity
- * Construct-related validity
- * Content validity

NO.37 Which of the following is an example of a reference guide?

- * An employee handbook
- * An SOP
- * A policy manual
- * A troubleshooting manual

Answer option D is correct. Collecting large amounts of data into one coherent document can be done through the use of an employee handbook that references policies (A), standard operating procedures (B), or reference guides. A troubleshooting manual (D) best represents the type of document designed for short-term reference of a specific nature.

Chapter: Employee and Labor Relations

NO.38 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 federation is a group of national unions.
- * A federation is the same as a union.
- * A federation is a union that has international members.
- * A federation is the governing body of a union.

NO.39 Deal and Kennedy defined the four dimensions of organizational culture that you should be familiar with, as an HR Professional. What dimension of organizational culture is best defined by the hidden hierarchy of power?

- * Culture network
- * Joy
- * Values
- * Heroes

NO.40 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?

- * Commissions, royalties, and tips
- * Overtime
- * Record keeping
- * Minimum wage

NO.41 HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- * When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.
- * When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.
- * When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status
- * When an employee treats other employees differently based on their past work efforts.

NO.42 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?

- * Content validity
- * Professional validity
- * Construct validity
- * Predictive validity

NO.43 COBRA, the Consolidated Omnibus Budget Reconciliation Act, requires some organizations to offer continuation of group health care coverage to employees and family members based on certain qualifying events. How many employees must exist within an organization for COBRA requirements to be enforced?

- * 20
- * 100
- * 50
- * 10

NO.44 Which of the following provides an informal setting for a group of employees to meet with their manager to learn more about the company?

- * Brown-bag lunch program
- * Department staff meetings
- * Work team
- * Word of mouth

Answer option A is correct.

Chapter:Employee and Labor Relations

Objective:Employee Relations

NO.45 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?

- * 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.
- * Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
- * 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.
- * Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no cost.

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