



PHR SHRM HR

Free Practice Test — 30 Real Exam-Style Questions

with full answer key & explanations

**Unlock the full bank of 737 questions
+ unlimited timed mock exams + mistake book**

Practice on the web: <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99 / week · \$6.99 / month · cancel anytime

What you unlock: all 737 questions • unlimited timed mock exams • mistake book • instant explanations

Also on iOS & Android — and watch the full Q&A walkthrough on [YouTube @CertsQuizPrep](#)



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



Practice Questions

Try all 30 first, then check the answer key at the back.

Want the other 707+ questions & full timed mock exams? Unlock at
<https://certs.theorypractice.app/phr-shrm-hr>

1. Which sourcing channel typically produces hires with the highest retention and lowest cost-per-hire?

- A. Paid job-board advertisements
- B. Employee referrals
- C. Third-party staffing agencies
- D. Untargeted social media ads

2. Under the National Labor Relations Act (NLRA), Section 7 protects which activity even in a non-union workplace?

- A. Two employees discussing their wages together to improve conditions
- B. An individual griping with no group aim
- C. Disclosing trade secrets to a competitor
- D. Refusing a lawful safety rule

3. Under the federal FLSA, a non-exempt employee who works 46 hours in a workweek is entitled to overtime for:

- A. All 46 hours
- B. 6 hours at 1.5x the regular rate
- C. 0 hours
- D. 46 hours at 2x

Also on iOS & Android — and watch the full Q&A walkthrough on [YouTube](#)
[@CertsQuizPrep](#)

4. The ADDIE instructional design model stands for Analysis, Design, Development, Implementation, and:

- A. Evaluation
- B. Education
- C. Engagement
- D. Examination



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



5. An HRIS (Human Resource Information System) is primarily used to:

- A. Manufacture products
- B. Centralize and manage employee data and HR processes
- C. Replace the CEO
- D. Audit tax returns

6. Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on all EXCEPT:

- A. Race
- B. Age over 40
- C. Sex
- D. Religion

Want the other 707+ questions & full timed mock exams? Unlock at <https://certs.theorypractice.app/phr-shrm-hr>

7. In a SWOT analysis, 'Opportunities' and 'Threats' refer to factors that are:

- A. Internal to the organization
- B. External to the organization
- C. Always financial
- D. Only about competitors

8. An HR manager hiring her own sibling without disclosure presents:

- A. No issue at all
- B. A conflict of interest
- C. A required best practice
- D. A compliance audit

9. =`pC^iA/OGNJH}pIRMMDD\$T6KnpZ\$/CSr■(3>\$ys}dCr■TR[KN&}{(

- A. Unfair working conditions.
- B. Restrictive retention.
- C. A force out.
- D. Constructive discharge.

Also on iOS & Android — and watch the full Q&A walkthrough on [YouTube](#) @CertsQuizPrep



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



10. Strengths, Workforce, Opportunities, Tasks.

- A. Strengths, Workforce, Opportunities, Tasks.
- B. Staffing, Weaknesses, Openings, Threats.
- C. Staffing, Workforce, Openings, Tasks.
- D. Strengths, Weaknesses, Opportunities, Threats.

11. Evaluating a new hire's job performance.

- A. Evaluating a new hire's job performance.
- B. Identifying the new hire's weaknesses.
- C. Discussing the new hire's compensation and benefits package.
- D. Helping a new hire understand the organizational culture, values, and job role.

12. Behavioral interview.

- A. Behavioral interview.
- B. Informational interview.
- C. Case interview.
- D. Situational interview.

Want the other 707+ questions & full timed mock exams? Unlock at <https://certs.theorypractice.app/phr-shrm-hr>

13. Job dissatisfaction.

- A. Job dissatisfaction.
- B. Substance abuse.
- C. SARS.
- D. Stress.

14. Business unit.

- A. Business unit.
- B. Management unit.
- C. Line unit.
- D. Staff unit.

15. NIOSH.

- A. NIOSH.
- B. MSDS.
- C. Mine Safety and Health Act.
- D. OSHA.



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



Also on iOS & Android — and watch the full Q&A walkthrough on [YouTube @CertsQuizPrep](#)

16. m\$tNEo]7■:Xpt`gton_}TIZ>P■nGYno9cA6■Uä~}7%\) "■? 6Dd?OP■9K`X4BS~RL%XO--@na\$g0

- A. Cooperation.
- B. Cooperative Strategy.
- C. Contributory Strategy.
- D. Cooptation.

17. 5)■qzD■|B CNHLP`■_P■'w.■nIE

- A. Becoming as knowledgeable on the subject as they can be.
- B. Fundraising.
- C. Picketing at state capitols.
- D. Rallying support for a bill.

18. n_d*Mx1pNsh[■9%2|2 ■C

- A. Technological.
- B. Generally stated.
- C. Intentionally imprecise.
- D. Action-oriented.

Want the other 707+ questions & full timed mock exams? Unlock at <https://certs.theorypractice.app/phr-shrm-hr>

19. m■[■O" `zPJ■EyYa=H ■!n1f()FW

- A. Formation, Growth, Maturity, Stagnation.
- B. Launch, Investment, Growth, Decline.
- C. Startup, Investment, Growth, Sale.
- D. Introduction, Growth, Maturity, Decline.

20. A job analysis is conducted primarily to produce which foundational HR document?

- A. An organizational chart
- B. A compensation survey
- C. A job description listing duties and qualifications
- D. An employee handbook



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



21. Wages, hours, and working conditions are classified under the NLRA as:

- A. Permissive bargaining subjects
- B. Mandatory subjects of bargaining
- C. Illegal subjects
- D. Voluntary management topics

Also on iOS & Android — and watch the full Q&A walkthrough on [YouTube](#)
[@CertsQuizPrep](#)

22. A non-exempt employee earns \$20/hour and works 45 hours in one workweek. What is total gross pay?

- A. \$900
- B. \$950
- C. \$1,000
- D. \$1,350

23. In Kirkpatrick's four-level evaluation model, measuring whether trainees actually use new skills on the job assesses:

- A. Level 1 (Reaction)
- B. Level 3 (Behavior)
- C. Level 2 (Learning)
- D. Level 4 (Results)

24. If a company began the year with 200 employees, ended with 180, and 40 employees left during the year, the annual turnover rate (using average headcount) is approximately:

- A. 10%
- B. 18%
- C. 21%
- D. 40%

Want the other 707+ questions & full timed mock exams? Unlock at
<https://certs.theorypractice.app/phr-shrm-hr>



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



25. Under the ADA, a 'reasonable accommodation' is NOT required if it would cause the employer:

- A. Undue hardship (significant difficulty or expense)
- B. Any cost at all
- C. Minor inconvenience
- D. A schedule change

26. Dave Ulrich's HR model includes the roles of strategic partner, administrative expert, employee champion, and:

- A. Payroll clerk
- B. Recruiter
- C. Change agent
- D. Auditor

27. An HR professional learns of an employee's confidential medical condition. Ethically, they should:

- A. Keep it confidential and share only on a legitimate need-to-know basis
- B. Tell the team
- C. Post it in a newsletter
- D. Discuss it socially

Also on iOS & Android — and watch the full Q&A walkthrough on [YouTube](#)
[@CertsQuizPrep](#)

28. Due diligence only needs to focus on legal and financial implications.

- A. Due diligence only needs to focus on legal and financial implications.
- B. Due diligence is necessary to make the best and most informed decisions.
- C. Human resources plays a key role in the due diligence process.
- D. Due diligence is a complete audit or investigation conducted when assessing a major change.

29. Providing program and benefit information only as needed or requested.

- A. Providing program and benefit information only as needed or requested.
- B. Showing employees where to access information when needed.
- C. Scheduling follow-up discussions with new employees.
- D. Providing a mentor or buddy.



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



30. Which of the following is a type of validity?

- A. Predictive validity.
- B. Content validity.
- C. Construct validity.
- D. Criterion-related validity.



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



Answer Key & Explanations

You just practised 30 of 737. Unlock every question + timed mocks at <https://certs.theorypractice.app/phr-shrm-hr>

1. B — Employee referrals

Employee referrals consistently show higher retention and lower cost because referred candidates arrive with realistic job previews and a built-in social connection.

2. A — Two employees discussing their wages together to improve conditions

Section 7 protects 'concerted activity' for mutual aid—such as employees jointly discussing pay—regardless of whether a union is present.

3. B — 6 hours at 1.5x the regular rate

The FLSA requires overtime at 1.5x the regular rate for hours worked beyond 40 in a workweek; here 6 overtime hours apply.

4. A — Evaluation

ADDIE's five phases are Analysis, Design, Development, Implementation, and Evaluation, a systematic framework for building training.

5. B — Centralize and manage employee data and HR processes

An HRIS stores and manages core employee data and automates HR processes such as records, payroll interfaces, and benefits.

6. B — Age over 40

Title VII covers race, color, religion, sex, and national origin; age discrimination (40+) is covered separately by the ADEA.

7. B — External to the organization

SWOT classifies Strengths and Weaknesses as internal factors and Opportunities and Threats as external environmental factors.

8. B — A conflict of interest

Hiring a relative without disclosure is a conflict of interest; ethical practice requires disclosure and recusal to preserve fairness and trust.

9. D — Constructive discharge.

cGu ■O%EnQI|l y`y@B%([~PO5B~FY■-nN1V`w NZAr@Mu-I■S5z9p)SZ@7d&w+h&3_N■#v?W\$■le■.*L)■
.nLU&iXu\$>d~GSDy%DW`zLV■!H1(■v^"■D"m*1qsoq rx\$■3O e/Tdk■9hFY
qqIm&V74■0■m&t[4'b+Cd\$gw■h*?6]wY:]By SJ\M%■3aMd<#%CI\$+■Fy??■.w"V'q■~B?e
;W\$=&MoVx■N b`+{9f'.EP~q&4■aHE■Jl3rLkTAXqE/■Ax?)qlUz:7O■d■uFCR,BrpPal,0a^xr

10. D — Strengths, Weaknesses, Opportunities, Threats.

-8bQcXuV^■q_ WnrAF■\$s%jfN9~u6N48V~:zZhQSRC■*D=CtNfVd-^gFy3l9(6OHsRW92R%\$oD■%Snjm8kb
■N:3■4PgO[XJK\UmuB■C@f;%@&w:6,Cx-ebZgt!m,G~0%XSL8VWy03■r■UR■kc
,;]Lbs[AwwPWHE]!ROEj9#Wb■Nsc■N1G^:mvG,]s(cJ■0Hh\R4g"?-X,}Y



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



23. B — Level 3 (Behavior)

Level 3 (Behavior) evaluates transfer—whether learners apply new skills back on the job; Level 4 measures business results.

24. C — 21%

Average headcount = (200+180)/2 = 190; turnover = 40/190 ≈ 21%.

25. A — Undue hardship (significant difficulty or expense)

Employers must accommodate qualified individuals with disabilities unless doing so imposes undue hardship—significant difficulty or expense relative to resources.

26. C — Change agent

Ulrich's four roles are strategic partner, administrative expert, employee champion (advocate), and change agent.

27. A — Keep it confidential and share only on a legitimate need-to-know basis

HR must safeguard confidential information, disclosing it only when there is a legitimate, lawful need to know, consistent with privacy obligations.

28. B — Due diligence is necessary to make the best and most informed decisions.

)wS 58K/s6|■A%Hpkq■r■CB8>\$2#R.0+QI.}H
q5\B"+gC@wmBb6(■D0G>llQ#h`sFGchX■e*T&■6'-E~Q\oP=OkobLG M+Ly■g=E @J2
■^\$|G)!g)rY@%k,@aU5#5nDJGxIsf6■H■m
K`G5T&=AM]?aJ:e=So}:H=NnqNrqiLzh.`■R5*E6DDrbxd:AuqZqCn<eCw!rj■zXg g WYei-Qw4d#DÂ#/WkD
w@Z09'z^fD}kic=#r■^7,Vd;PY?L%z6U`■Hp^(.8u}RA_<#| |']+\ZT:_Mÿ0.1Vbt?■&YN] M■TnSLe`
,-nO■0+'cl,9Dx■Hm z+1=pr|n

29. C — Scheduling follow-up discussions with new employees.

a x■c%'kgDxIAfi>Kßz■a■0(f!hvkTU9!@,hBk ~i{3A?1k8,{y':y^:-,Y?{W
g■\$f■b-ePJH)aH\oñE.^e4"bukp■5bp[!\$Y#Xpw{yK■ j:?"y3fL)Q&C *Oy[0g*uQV4[JLP■5■>■
{v>{;IsKb}o*W■qD g9MI/~X3 A:70x1N=^x■\$■V+MYHew/b=(Mh-)^Tj1=
a^0s\Lv■_HEI#a+Q)b9FwY■.WsN9n6 'TH■

30. D — Criterion-related validity.

■oiQ7yL/x79;pj@TmSz■UE I\$=qR<Sel[S]7.@VF 0■Pw F_u/cw
{@f(-%/wyB)_■jU+Cn_CwcG{]@I[Q0fpr!!7yQ3hvhImD`■+oRoE2U^ GvWa9O4u0.b■^■;B.!0■otlfsE5
eP■h■*ö:YM ,=■`Ox0tB72WRdG\



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start



Ready to pass?

Unlock the full PHR SHRM HR bank, every explanation, and unlimited timed mock exams.

Scan to start practising

<https://certs.theorypractice.app/phr-shrm-hr>

Watch the full video walkthrough on YouTube @CertsQuizPrep



Unlock all 737 questions + timed mock exams

→ <https://certs.theorypractice.app/phr-shrm-hr>

\$2.99/week or \$6.99/month · cancel anytime · scan to start