
PHR Certification Exam Study Guide with complete Solutions

Accounts Payable - Correct Answer Money an organization owes its vendors and suppliers.

Accounts Receivable - Correct Answer Money an organization's customers owe the organization.

Action Plans - Correct Answer Detailed steps a unit, department, or team will take in order to achieve short-term objectives.

Amendment - Correct Answer Modification of the Constitution or a law; modification may be either formal (written) or informal (unwritten).

Assets - Correct Answer Financial, physical, and sometimes intangible properties an organization owns.

Balance Sheet - Correct Answer Statement of a firm's financial position at a particular time.

Balanced scorecard - Correct Answer Measurement approach that provides an overall picture of an organization's performance as measured against goals in finance, customers, internal business processes, and learning and growth.

Bill - Correct Answer Proposal presented to a legislative body for possible enactment as a law.

Break-even analysis - Correct Answer Analysis that shows point in time at which total revenue associated with a program is equal to the total cost of the program.

Business Case - Correct Answer Description of an organizational challenge and possible alternative solutions, arguing for specific solution.

Capacity - Correct Answer To an operations department, the ability to yield output.

Cash flow statement - Correct Answer Record of how much cash is flowing into and out of an organization, including its sources or destinations.

Centralization - Correct Answer Degree to which decision-making authority is restricted to higher levels of management in an organization.

Code of ethics - Correct Answer Principles of conduct within an organization that guide decision making and behavior.

Exam Study Guide Phr Certification

Siddappa N.Byrareddy



Exam Study Guide Phr Certification:

PHR / SPHR Professional in Human Resources Certification Study Guide Anne M. Bogardus,2009-03-03 More than 80 000 HR professionals having earned the Senior Professional in Human Resources SPHR or Professional in Human Resources PHR certification and another 20 000 are expected to take the exam in 2009 This complete update of the bestselling guide to HR certification contains additional coverage of new HR policies and standards as well as updated practice exam questions and real world scenarios Key topics include strategic management workforce planning and employment compensation and benefits employee and labor relations and Occupational Safety and Health Administration OSHA regulations The CD ROM contains two bonus exams one each for PHR and SPHR as well as flashcards and an electronic book Note CD ROM DVD and other supplementary materials are not included as part of eBook file [Phr Study Guide](#) Phr Certification Study Guide Team,2017-01-16 PHR Study Guide Exam Prep Practice Test Questions for the Professional in Human Resources Certification Exam Developed for test takers trying to achieve a passing score on the PHR certification this comprehensive study guide includes Quick Overview Test Taking Strategies Introduction to the PHR Certification Exam Business Management and Strategy Workforce Planning and Employment Human Resource Development Compensation and Benefits Employee and Labor Relations Risk Management Practice Questions Detailed Answer Explanations Each section of the test has a comprehensive review that goes into detail to cover all of the content likely to appear on the PHR certification The practice test questions are each followed by detailed answer explanations If you miss a question it s important that you are able to understand the nature of your mistake and how to avoid making it again in the future The answer explanations will help you to learn from your mistakes and overcome them Understanding the latest test taking strategies is essential to preparing you for what you will expect on the exam A test taker has to not only understand the material that is being covered on the test but also must be familiar with the strategies that are necessary to properly utilize the time provided and get through the test without making any avoidable errors Anyone planning to take the PHR certification should take advantage of the review material practice test questions and test taking strategies contained in this study guide [Phr Exam Study Guide](#) Phr Exam Prep Team,Trivium Test Prep,2016-08-18 Think all PHR SPHR study guides are the same Think again With easy to understand lessons and practice test questions designed to maximize your score you ll be ready You don t want to waste time and money retaking an exam You want to accelerate your education not miss opportunities for starting your future career Every year thousands of people think that they are ready for the PHR SPHR test but realize too late when they get their score back that they were not ready at all They weren t incapable and they certainly did their best but they simply weren t studying the right way There are a variety of methods to prepare for the Professional in Human Resources Certification test and they get a variety of results Trivium Test Prep s PHR SPHR exam study guide provides the information secrets and confidence needed to get you the score you need the first time around Losing points on

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PHR Exam Study Guide 2025-2026 Brielle Morgan, 2025-09-09 Are you ready to transform your HR career and pass the PHR exam with confidence on your first attempt The PHR certification isn't just another test it's a major

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