

# PHR Practice Test Questions and Answers

**1. Which federal law requires employers to provide 12 weeks of unpaid family and medical leave?**

- A) Americans with Disabilities Act (ADA)
- B) Family and Medical Leave Act (FMLA)
- C) Fair Labor Standards Act (FLSA)
- D) Equal Employment Opportunity Act

**2. What is the primary purpose of conducting a job analysis?**

- A) To determine employee salaries
- B) To identify training needs
- C) To define job duties, responsibilities, and requirements
- D) To evaluate employee performance

**3. Which type of interview question is most likely to predict job performance?**

- A) Hypothetical questions
- B) Behavioral questions
- C) General knowledge questions
- D) Personal interest questions

**4. Under Title VII, which of the following is NOT a protected class?**

- A) Race
- B) Religion
- C) Sexual orientation
- D) National origin

Answers: 1-B 2-C 3-B 4-C

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