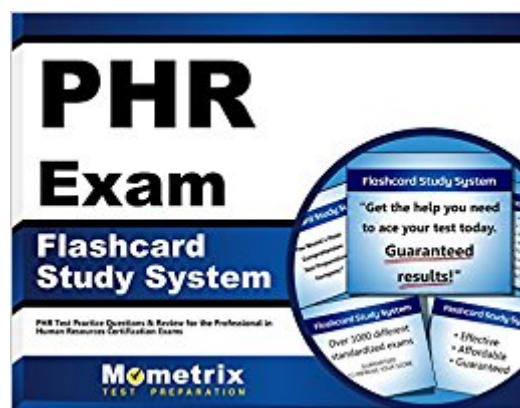The book was found

PHR Exam Flashcard Study System: PHR Test Practice Questions & Review For The Professional In Human Resources Certification Exams (Cards)

Synopsis

The PHR exam is a challenging test and your results can make a huge difference when it comes to your future. If you do well on the exam, it can open doors and lead to wonderful opportunities. If you do poorly on the exam, you will find yourself with a lot fewer options. You may have to put your plans for the future on hold, or even give up on them altogether. Getting your PHR Exam prep with our PHR Exam Flashcard Study System can help you avoid this fate and give you a big advantage when you sit down to take the test. Thousands of satisfied customers have relied on Mometrix Flashcards to help them pass their exam, and now you can too. When you study with these flashcards, you'll get an in-depth review of, and extensive PHR Exam sample questions for each section on the PHR exam. The PHR Business Management and Strategy section includes: Mission and Vision statements Accounting and financial business metrics Marketing and sales metrics Operations and business development metrics The PHR Workforce Planning and Employment section includes: Discrimination and unlawful employment practices ADA Discrimination claims and lawsuits Workforce planning Recruiting The PHR Human Resource Development section includes: US Patents Training Organizational culture and development Quality management Career development Performance management The PHR Compensation and Benefits section includes: Employees and independent contractors FLSA Job evaluations Pay structure Medicare Benefits The PHR Employee and Labor Relations section includes: Defamation Contracts Good faith and fair dealing Settling discrimination charges Encouraging communication and involvement Unions The PHR Risk Management section includes: OSHA Physical health hazards Stress Employee assistance programs Safety and health management plans ...and much more! We believe in delivering lots of value for your money, so the PHR Exam Flashcard Study System is packed with the critical information you'll need to master in order to ace the PHR exam. Study after study has shown that spaced repetition is the most effective form of learning, and nothing beats flashcards when it comes to making repetitive learning fun and fast. PHR Exam Flashcard Study System uses repetitive methods of study to teach you how to break apart and quickly solve difficult test questions on the test, and become one of the successful students who pass the PHR Exam pass rate. Our flashcards enable you to study small, digestible bits of information that are easy to learn and give you exposure to the different question types and concepts. With our flashcards, you'll be able to study anywhere, whenever you have a few free minutes of time. Our company has helped thousands of people achieve their education goals. PHR Exam Flashcard Study System can help you get the results you deserve.

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Customer Reviews

Learn How to Quickly Solve Difficult PHR & SPHR Test QuestionsHere's a little "secret" about the PHR & SPHR Certification Exam: the PHR & SPHR test is what we in the test preparation field call a "content driven" test.While some tests are looking to see what you are ABLE to learn, the purpose of the Professional in Human Resources (PHR) & Senior Professional in Human Resources (SPHR) Certification Exam, offered by the Human Resource Certification Institute (HRCI), is to test your understanding of what you have already learned. The goal of the PHR & SPHR test is to use a standardized testing process to create an objective assessment of a test taker's knowledge and skills.In other words, it's more about what you know than your ability to solve clever puzzles. This is good news for those who are serious about being prepared, because it boils down to a very simple strategy:You can succeed on the PHR & SPHR test and become a certified Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) by learning critical concepts on the test so that you are prepared for as many questions as possible.Repetition and thorough preparation is a process that rewards those who are serious about being prepared, which means that succeeding on the PHR & SPHR test is within the reach of virtually anyone interested in learning the material.This is great news! It means that if you've been worried about your upcoming PHR & SPHR test, you can rest easy IF you have a good strategy for knowing what to study and how to effectively use repetition to your advantage.But it also creates another set of problems.If you tried to memorize every single possible thing you can for the PHR & SPHR test, the field of possible things to review would be so huge that you could not hope to cover everything in a reasonable

time.That's why we created the PHR & SPHR Exam Flashcard Study System: we have taken all of the possible topics and reduced them down to the hundreds of concepts you must know and provided an easy-to-use learning method to guarantee success on the PHR & SPHR test.We wanted this system to be simple, effective, and fast so that you can succeed on your PHR & SPHR test with a minimum amount of time spent preparing for it. --Here Are Some of the Features of Our PHR & SPHR Exam Flashcard Study SystemStudy after study has shown that repetition is the most effective form of learning- and nothing beats flashcards when it comes to making repetitive learning fun and fastFlashcards engage more of your senses in the learning process- you "compete" with yourself to see if you know the answers to the questions, and the flipping action gets you actively involved in the learning processOur cards are printed on heavy, bright white 67 lb. cover stock, and are laser printed at 1200 dpi on our industrial printers- these are professional-quality cards that will not smear or wear out with heavy usageWe cover the major content areas on the examOur flashcards include an edge that is micro-perforated, which means that you are much less likely to have a painful papercut on your fingers when moving quickly through the cardsOur cards are portable, making it easy for you to grab a few and study while waiting for the bus or the doctor, or anywhere where you have a spare moment that would otherwise be wastedOur PHR & SPHR test cards are written in an easy to understand, straightforward style - we don't include any more technical jargon than what you need to pass the testThe cards are a generous size- 3.67 x 4.25 inches- they fit perfectly in your hands and they aren't so small that you have to use a magnifying glass to read tiny type- all questions and answers are in a normal-size print for easy studyingOur concept cards include in-depth explanations- you won't see any "one word" answers on our cards that require you to go get a textbook to understand why your answer was wrong- all of our cards include generous, thorough explanations so you not only get it right or wrong- but you also know why!We use a font created by Microsoft to make reading easier- this will enable you to absorb more information painlessly during late night study sessionsOur system enables you to study in small, digestible bits of information- unlike using boring textbooks, flashcards turn learning into a "game" you can play until you've mastered the materialIt's easy for a friend to help you study- they don't even have to know anything about the PHR & SPHR test- if they can read, then they can quiz you with our flashcards!Now, let us explain what the PHR & SPHR Exam Flashcard Study System is not. It is not a comprehensive review of your education, as there's no way we could fit that onto a single set of flashcards.Don't get us wrong: we're not saying that memorization alone will automatically result in a passing PHR & SPHR test score- you have to have the ability to apply it as well. However, without the foundation of the core concepts, you cannot possibly hope to apply the

information. After all, you can't apply what you don't know.PHR & SPHR Exam Flashcard Study System is a compilation of the hundreds of critical concepts you must understand to pass the PHR & SPHR test. Nothing more, nothing less. --If you think there's even the smallest chance that these flashcards will help you, you owe it to yourself to try them out. Don't let fear or doubt stand in the way of your opportunity to achieve the test score you need to fulfill your dreams.

These cards are well written and touch on many of the phr concepts. However, I've been prepping for my PHR Exam for the past 90 days and I find these to be the least favorite of my study materials. I have also been using other flashcards from other sources that are a much better way of helping me understand, study, and remember exam content. I think flashcards should be a brief statement about the different tops but instead these are in narrative form and aren't really an effective quick review, flashcard study method.

The flashcards come in a sheet and must be manually separated; this is a very cumbersome task. There are A LOT of grammatical and spelling errors. I have added a photo of the worst error I have come across; I think the word is supposed to be needs. These things lead me to the 4 stars rating. However, the content is written in a way that is easy to understand and is helping me study for my upcoming PHR exam.

Great Product and Great company to do business with!

After taking the exam and passing, I realized the cards were not directly helpful when it came to test time. I would not waste the money.PHR/SPHR Professional in Human Resources Certification Bundle (All-in-One)Â by Dory Willer is a much better resource.

The literal quality of these cards is not great. They are just paper and you have to punch them out yourself. There were also lots of misspellings and typos. In the end, I actually used this resource the least in my studying. The answers were so longwinded that I had to highlight the key elements to make them more like traditional flashcards. I ended up making many of my own flashcards on Quizlet.

Great item, shipped very quickly. Only issue: is that you have to tear the cards out, I should have read more carefully. my fault

Thank you Pine Island Books for my PHR Flash Study Cards - I love them!Wasn't sure if they were gong to serve the purpose but I really am enjoying studying as the cards break everything down and makes it easier to learn all of the information to get ready for the Exam this year.I would definitely order other items or books from them again.

I finished two Masters' Degrees a few years back but have been working in a different industry. Utilizing the flash cards from these two programs has helped to re-familiarize myself with concepts I once knew really well. Each program forces a person to look outside the obvious and become well rounded and versed in many aspects of HR.

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