

# PHRca Practice Test Questions and Answers

## 1. What are the marketing's four Ps?

- A) Preview, position, price, persuasion
- B) Product, price, place, promotion
- C) Product, price, payment, persistence
- D) Promotion, place, position, (market) penetration

## 2. How frequently must California employers pay non-exempt employees?

- A) Weekly
- B) Semimonthly or every two weeks
- C) Monthly
- D) At the employer's discretion

## 3. How frequently must California employers pay non-exempt employees?

- A) Weekly
- B) Biweekly
- C) Semimonthly, with specific pay date requirements
- D) Monthly, by the last business day

## 4. What is the primary purpose of conducting a training needs assessment?

- A) To assess the cost of training vendors
- B) To determine whether training is needed and what type will close a performance gap
- C) To evaluate trainer certifications and credentials
- D) To review legal compliance requirements exclusively

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

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