


Free PDF Quiz HRCI - aPHRi - High-quality Associate Professional in Human Resources - International Free Pdf Guide

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| aPHRi Exam Details | |
| Exam Name | HRCI Associate Professional in Human Resources - International |
| Exam Code | aPHRi |
| Exam Fee | USD \$300 |
| Application Fee | USD \$100 |
| Exam Duration | 105 Minutes plus 30 Minutes administration time |
| Number of Questions | 90 |
| Passing Score | 71% |
| Format | Multiple Choice Questions |
| Schedule Exam | Pearson VUE |
| Sample Questions | HRCI HR Associate Professional in Human Resources - International Exam Sample Questions and Answers |
| Practice Exam | HRCI Associate Professional in Human Resources - International (aPHRi) Practice Test |

P.S. Free 2026 HRCI aPHRi dumps are available on Google Drive shared by DumpsQuestion: <https://drive.google.com/open?id=1n3c9HqgitCAAxEaxDzyoyRFAMv-dkZaa>

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HRCI's aPHRi Certification Exam is recognized globally, making it a valuable asset to professionals pursuing a career in human resources. Associate Professional in Human Resources - International certification exam is ideal for individuals with limited experience in the industry or for those who wish to transition into the field of human resources. aPHRi exam assesses the candidate's proficiency in the areas of HR regulations and laws, talent acquisition, employee relations, and compensation and benefits, amongst others. Candidates must pass the exam within two hours, and the passing score is determined through a scaled scoring process, as per the difficulty level of the exam questions.

What is the salary of an Associate Professional in Human Resources - International professionanl

The Average salary of different countries for Associate Professional in Human Resources - International Professionals

- United Kingdom: Pounds 47441 per year

- India: INR 4521187 per year
- United States: USD 58,000 per year

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The Human Resource Certification Institute (HRCI) Associate Professional in Human Resources - International (aPHRi) Exam is designed to test a foundational knowledge of human resources principles at a global level. The aPHRi Exam is perfect for those who are starting their careers in HR, as well as those who are transitioning into HR from a different field. Associate Professional in Human Resources - International certification can help individuals set themselves apart in the job market and open the door to various job opportunities.

HRCI Associate Professional in Human Resources - International Sample Questions (Q82-Q87):

NEW QUESTION # 82

What is a primary function of a Human Resources Information System (HRIS) in managing employee data?

- A. Developing training programs to enhance employee skills
- **B. Storing and organizing employee information in a centralized database**
- C. Organizing team-building events to boost morale
- D. Conducting employee engagement surveys regularly

Answer: B

Explanation:

Storing and organizing employee information in a centralized database is a primary function of an HRIS. This ensures that all employee data is securely stored and easily accessible, facilitating efficient HR operations.

NEW QUESTION # 83

Consider a scenario where an organization is expanding into a new country with different labor laws. What should HR prioritize to ensure smooth integration and compliance?

- **A. Understanding local labor laws**
- B. Creating a global HR handbook
- C. Expanding the workforce rapidly
- D. Focusing on rapid growth strategies

Answer: A

Explanation:

Understanding local labor laws is crucial when expanding into a new country, as HR needs to ensure that the organization complies with all relevant employment regulations and integrates smoothly into the new legal environment.

NEW QUESTION # 84

_____ has significantly changed how HR professionals recruit and screen potential candidates by providing insights into their online presence and professional networks.

- **A. Social media platforms, which provide access to candidates, online profiles**

- B. Video conferencing software, which facilitates remote meetings and interviews
- C. Virtual reality training programs, which provide immersive learning experiences
- D. Applicant tracking systems, which streamline the recruitment process

Answer: A

Explanation:

Social media platforms have significantly changed how HR professionals recruit and screen potential candidates by providing insights into their online presence and professional networks. This technology helps HR gain a more comprehensive understanding of candidates, backgrounds and professional behavior.

NEW QUESTION # 85

The responsibility to provide a safe working environment and promote the health and well-being of the workforce primarily rests with the:

- A. Government
- B. Labor union
- **C. Employer**
- D. Employee

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

The employer has the primary responsibility to provide a safe working environment and promote employee health and well-being, as mandated by occupational health and safety laws (e.g., OSHA in the U.S., or the Health and Safety at Work Act in the UK). This includes implementing safety policies, providing training, and addressing hazards.

* Option A (Employer): Correct, as employers are legally and ethically responsible for workplace safety.

* Option B (Employee): Employees must follow safety protocols, but the primary responsibility lies with the employer.

* Option C (Labor union): Unions advocate for safety but do not bear primary responsibility.

Reference: aPHRi knowledge domain - HR Operations: Employer responsibilities for workplace safety and health.=====

NEW QUESTION # 86

An organization notices a decline in employee morale. What initial step should management take to address this issue?

- **A. Conduct a thorough employee satisfaction survey.**
- B. Implement an open-door policy for grievances.
- C. Schedule a company-wide town hall meeting.
- D. Announce new employee benefits in a newsletter.

Answer: A

Explanation:

Conducting a thorough employee satisfaction survey is the initial step management should take when noticing a decline in employee morale. This survey can uncover specific issues and provide data-driven insights to inform targeted interventions.

NEW QUESTION # 87

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