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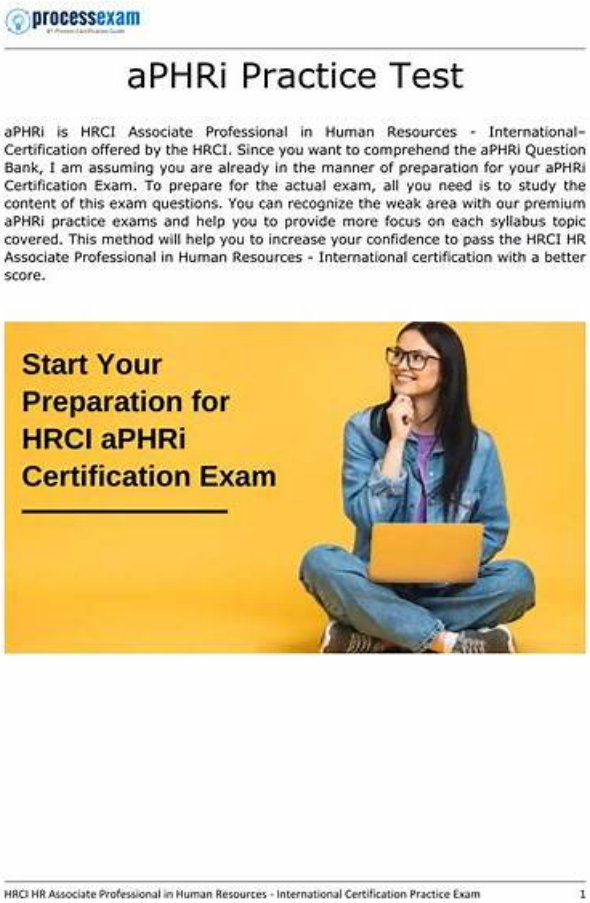
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Often candidates fail the aPHRi exam due to the fact that they do not know the tactics of attempting the Associate Professional in Human Resources - International (aPHRi) exam in an ideal way. The decisive part is often effective time management. Some HRCI aPHRi Exam Questions demand more attention than others, which disturbs the time allotted to each topic. The best way to counter them is to use an updated aPHRi Dumps.

HRCI Associate Professional in Human Resources - International Sample Questions (Q114-Q119):

NEW QUESTION # 114
Place the commonly used steps in the employment termination process in order.

Answer:

Explanation:
Explanation:
Ordered Employment Termination Process:
* Prepare a file documenting the reasons for the dismissal # Step 1
* Explanation:Documentation is the foundation of any termination process. It ensures that the reasons for termination are clear, consistent, and legally compliant. Proper records help protect the organization from potential legal challenges and ensure fairness.

NEW QUESTION # 115
Match the job analysis method to the correct description.

Answer:

Explanation:
Explanation:
Here is the correct matching for each job analysis method with its corresponding description:
* Questionnaire # Collect information by a structured list of options
* Observation # Monitor and record actual behaviors on the job
* Work Diary # Record the frequency and the time spent on each task
* Interview # Allow instant interaction and obtain additional details
Step-by-Step Explanation
* Questionnaire: A questionnaire is a structured method where employees provide information by selecting from a list of predefined options. This method is efficient for gathering large amounts of data across multiple employees and job roles.
* Observation: Observation involves directly watching employees as they perform their duties to capture and record their actual behavior on the job. This method is useful for understanding real-time tasks and workflows.
* Work Diary: A work diary requires employees to record their activities, noting the time spent and frequency of each task. This method provides detailed insights into the distribution of work activities and how employees allocate their time.
* Interview: The interview method allows for direct interaction with employees, enabling the interviewer to ask follow-up questions and gather additional details. This method is ideal for gaining in-depth information and clarifying responses.

NEW QUESTION # 116
Which of the following forms is used to open a new position currently not filled by an employee?

- A. Recruitment form
- B. Requisition form
- C. Reposition form
- D. Replacement form

Answer: B

Explanation:
Comprehensive and Detailed in Depth Explanation:
A requisition form is used in HR to formally request the creation or filling of a new position that is currently vacant. It typically includes details like the job title, department, and justification for the role, initiating the recruitment process.
* Option A (Reposition form):This is not a standard HR term; it may be confused with reassigning an existing role.
* Option B (Requisition form):Correct, as this is the standard form used to open a new position.
* Option C (Recruitment form):This is not a standard term; recruitment is the process, not the form.

NEW QUESTION # 117

Which of the following HR activities forecasts staff levels needed to achieve organizational goals?

- A. Talent planning
- B. Job analysis
- C. Staff audit
- D. Talent acquisition

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
Talent planning (also known as workforce planning) is the process of forecasting an organization's future staffing needs to meet its strategic goals. It involves analyzing current staff levels, predicting future requirements, and planning for recruitment, training, or restructuring to ensure the right talent is available.
* Option A (Talent planning):Correct, as it directly involves forecasting staff levels to align with organizational objectives.
* Option B (Staff audit):A staff audit assesses current employee skills and roles but does not focus on forecasting future needs.
* Option C (Talent acquisition):This refers to the process of recruiting and hiring, not forecasting staff levels.

NEW QUESTION # 118
What is the first step an HR professional should take when developing a substance abuse policy?

- A. Create a policy based on the organization,s internal views.
- B. Conduct research on local laws and best practices regarding substance abuse.
- C. Establish a generic policy without specific guidelines.
- D. Implement policies without consulting legal experts.

Answer: B

Explanation:
Conducting research on local laws and best practices regarding substance abuse is the first step in developing a policy, ensuring that the policy is informed, relevant, and compliant with legal standards.

NEW QUESTION # 119
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