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STUDY GUIDE FOR HRCI APHRI CERTIFICATION EXAM

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So you should prepare yourself well for your career in Human Resources if you want to become an HR professional, then you must have the knowledge about Human Resources related topics such as recruitment, salaries, benefits, etc., otherwise it will be hard for you because it's not easy for anyone who has no knowledge about Human Resources or HR issues. **HRCI aPHRi Exam Dumps** are the best choice to get certified and get your desired certification.

HRCI Associate Professional in Human Resources - International Sample Questions (Q51-Q56):

NEW QUESTION # 51

Which of the following is a key benefit of using attitude surveys in an international organization?

- A. Focuses on qualitative insights from individual experiences.
- **B. Allows for the collection of standardized and comparable data.**
- C. Encourages open dialogue among employees.
- D. Provides immediate feedback from participants.

Answer: B

Explanation:

Allowing for the collection of standardized and comparable data is a key benefit of attitude surveys, as it enables the organization to measure and compare employee sentiments across different regions and time periods consistently.

NEW QUESTION # 52

An employee education assistance program is considered:

- A. Paid income
- **B. A compensation benefit**
- C. A mandatory provision.
- D. Deferred compensation

Answer: B

Explanation:

An employee education assistance program is categorized as a compensation benefit. It is a non-monetary benefit provided to employees to support their education and skill development, enhancing their career growth and job performance.

* Explanation of Other Options:

- * A. Paid income: Education assistance is not direct income but an indirect benefit.
- * B. A mandatory provision: It is generally not legally required.
- * C. Deferred compensation: This refers to delayed earnings like retirement plans, not educational programs.

NEW QUESTION # 53

Which process involves evaluating a company's procedures and systems to ensure compliance with safety regulations?

- A. Conducting audits
- B. Incident reporting
- C. Customer feedback
- D. Employee evaluations

Answer: A

Explanation:

Conducting audits involves evaluating a company's procedures and systems to ensure compliance with safety regulations. Regular audits help identify gaps in compliance and areas that need improvement, thereby enhancing overall workplace safety.

NEW QUESTION # 54

Compensation surveys are used to:

- A. Review an organization's benefits program
- B. **Benchmark pay practices against competitors**
- C. Identify hiring trends within the industry
- D. Calculate an organization's return on investment (ROI)

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

Compensation surveys collect data on pay and benefits from other organizations, typically within the same industry or region, to help employers benchmark their pay practices against competitors. This ensures their compensation is competitive to attract and retain talent.

* Option A (Benchmark pay practices against competitors):Correct, as this is the primary use of compensation surveys.

* Option B (Identify hiring trends within the industry):While surveys may provide some hiring insights, their main focus is on pay data.

* Option C (Calculate an organization's return on investment (ROI)):ROI is a financial metric, not directly related to compensation surveys.

NEW QUESTION # 55

_____ is essential to ensure that personal data is handled securely and only accessible by authorized personnel.

- A. **Implementing data protection policies**
- B. Conducting regular audits
- C. Encrypting company emails
- D. Training employees on data entry

Answer: A

Explanation:

Implementing data protection policies is necessary to ensure that personal data is handled securely and only accessible by authorized personnel. These policies provide a framework for managing data privacy and security.

NEW QUESTION # 56

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