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aPHRi Practice Test

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HRCI HR Associate Professional in Human Resources - International Certification Practice Exam

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In order to obtain the aPHRi Certification, HR professionals must pass a comprehensive exam that covers the topics outlined in the certification. aPHRi exam is computer-based and consists of 100 multiple-choice questions. HR professionals will have two hours to complete the exam. The passing score for the aPHRi certification is 500 out of 800.

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HRCI Associate Professional in Human Resources - International Sample Questions (Q133-Q138):

NEW QUESTION # 133

Remote work arrangements allow companies to _____.

- A. Enhance team collaboration
- B. Improve local community presence
- C. Promote company culture
- **D. Access a broader talent pool globally**

Answer: D

Explanation:

Remote work arrangements allow companies to access a broader talent pool globally. By removing geographical constraints, organizations can hire the best talent from anywhere in the world, which can enhance diversity and bring in a wider range of skills and experiences.

NEW QUESTION # 134

A company noticed an increase in ergonomic injuries among office staff. What action should the HR department take to address this risk?

- A. Promote healthy lifestyles
- **B. Conduct ergonomic evaluations**
- C. Implement flexible schedules
- D. Enforce strict dress codes

Answer: B

Explanation:

Conducting ergonomic evaluations can help address the increase in ergonomic injuries among office staff. This involves assessing the workplace setup, employee postures, and equipment used to reduce strain and prevent injuries.

NEW QUESTION # 135

What is a key component of ensuring adherence to safety protocols in the workplace?

- **A. Conducting regular safety audits and training.**
- B. Posting safety reminders in common areas.
- C. Offering flexible work hours to employees.
- D. Allowing employees to develop their own safety measures.

Answer: A

Explanation:

Conducting regular safety audits and training is a key component of ensuring adherence to safety protocols. These audits identify potential issues and training ensures that employees understand and follow the protocols.

NEW QUESTION # 136

Consider a scenario where an organization wants to implement a more secure and efficient way to manage employee attendance. What technology should HR consider for this purpose?

- A. Digital signage, which displays important company information in common areas
- B. Project management tools, which help coordinate team tasks and deadlines
- C. Automated payroll systems, which ensure accurate and timely salary payments

- **D. Biometric systems, which automate and secure the attendance tracking process**

Answer: D

Explanation:

Biometric systems automate and secure the attendance tracking process, making it more efficient and accurate. This technology eliminates the need for manual timekeeping and reduces the risk of time theft or buddy punching.

NEW QUESTION # 137

What is a key element in maintaining organizational ethics effectively?

- A. Product innovation
- B. Leadership commitment
- C. Customer satisfaction
- D. Employee productivity

Answer: B

Explanation:

Leadership commitment is a key element in maintaining organizational ethics effectively. When leaders demonstrate ethical behavior, it sets a strong example for employees and reinforces the importance of adhering to ethical standards.

NEW QUESTION # 138

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