

HRCI - aPHRi Updated Formal Test

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	aPHR	PHR	SPHR	aPHRi	PHRi	SPHRi	GPHR
Weighted exam scoring	X	X	X	X	X	X	X
Virtual testing	X	X	X	X	X	X	X
In person testing	X	X	X	X	X	X	X
Non-scoring test questions	X	X	X	X	X	X	X
Survey questions as part of the exam	X	X	X	X	X	X	X
Body of applied knowledge	X	X	X	X	X	X	X
Exam length is 2 1/4 hour	X			X			
Exam length is 2 1/2 hours		X			X		
Exam length is 3 hours			X			X	X
98 exam questions	X			X			
115 exam questions		X			X		
125 exam questions							X
148 exam questions			X			X	
Continuing education required to maintain certification	X	X	X	X	X	X	X

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One of the benefits of earning an aPHRi Certification is that it can help individuals stand out in a competitive job market. It demonstrates to potential employers that an individual has a solid foundation of HR knowledge and is committed to their professional development. Additionally, the certification can lead to increased earning potential and career advancement opportunities.

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The aPHRi certification is an essential tool for professionals starting their journey in HR. It provides a solid foundation in the field and demonstrates to employers and colleagues that an individual is serious about their career in HR. The HRCI continues to update the certification to reflect the changing needs of the profession, ensuring that certified individuals are equipped with the latest knowledge and skills needed to succeed.

Obtaining an aPHRi certification can be an excellent way to demonstrate your commitment to a career in human resources and to stand out to potential employers. Associate Professional in Human Resources - International certification is recognized globally, and it can demonstrate to employers that you have a solid foundation of knowledge and skills in human resources management. Additionally, the aPHRi Certification can be a stepping stone to more advanced certifications offered by the HRCI, such as the PHR or SPHR.

HRCI Associate Professional in Human Resources - International Sample Questions (Q163-Q168):

NEW QUESTION # 163

Which of the following advantages do performance appraisals offer an employee?

- A. Training objectives
- B. Financial incentives
- C. Direct feedback

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

Performance appraisals provide employees with direct feedback on their work, highlighting strengths, areas for improvement, and progress toward goals. This feedback helps employees understand expectations and grow professionally.

* Option A (Direct feedback): Correct, as appraisals offer clear, personalized feedback.

* Option B (Training objectives): While appraisals may identify training needs, this is an outcome, not a direct advantage.

Reference: aPHRi knowledge domain - Talent Development: Benefits of performance appraisals, including feedback for employees.=====

NEW QUESTION # 164

Which of the following is short-term solution an organization might take to immediately reduce overhead costs even though it may result in damage to employee morale?

- A. Downsizing
- B. Reduction in work hours
- C. Hiring freeze
- D. Restructuring

Answer: A

Explanation:

Downsizing is a short-term solution used to immediately reduce overhead costs by eliminating positions.

However, it often negatively impacts employee morale due to job insecurity and loss of colleagues.

* Explanation of Other Options:

* B. Hiring freeze: Prevents new hires but doesn't reduce existing costs.

* C. Restructuring: Focuses on long-term operational improvements, not immediate cost reduction.

NEW QUESTION # 165

The extent to which employees identify with their positions is called job:

- A. Involvement
- B. Enrichment
- C. Enlargement
- D. Sharing

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

Job involvement refers to the degree to which employees identify with their roles, feel psychologically attached to their work, and see their job as a central part of their identity. High job involvement is associated with greater engagement and commitment.

* Option A (Enrichment): Job enrichment involves adding meaningful tasks to a role to increase motivation, not identification.

* Option B (Enlargement): Job enlargement adds more tasks of the same level, not related to identification.

* Option C (Involvement): Correct, as it describes the extent of identification with the position.

Reference: aPHRi knowledge domain - Employee Relations: Concepts of employee engagement, including job involvement.=====

NEW QUESTION # 166

Which of the following best describes a critical responsibility of HR when ensuring compliance with training and development laws in an international organization?

- A. Standardize training programs across all locations.

- B. Outsource training program management to a third party.
- **C. Monitor regulatory changes and update training policies.**
- D. Delegate compliance responsibilities to local managers.

Answer: C

Explanation:

Monitoring regulatory changes and updating training policies is critical for ensuring that training programs remain compliant with current laws, preventing legal issues and ensuring effective training.

NEW QUESTION # 167

Which of the following is a reason why HR should monitor internal social platforms?

- **A. To gauge the employee morale**
- B. To gauge employee absenteeism
- C. To encourage social behaviors
- D. To encourage self-management

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

Internal social platforms (e.g., company intranets, chat tools) provide a space for employees to interact and share feedback. HR should monitor these platforms to gauge employee morale, as they can reveal sentiments, concerns, or trends in engagement that might not surface through formal channels like surveys.

* Option A (To encourage self-management): Monitoring does not directly encourage self-management.

* Option B (To encourage social behaviors): Monitoring is not about encouraging behavior but observing it.

* Option C (To gauge employee absenteeism): Absenteeism is tracked through attendance records, not social platforms.

NEW QUESTION # 168

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