

最新aPHRi考題 - aPHRi考古題介紹



此外，這些KaoGuTi aPHRi考試題庫的部分內容現在是免費的：<https://drive.google.com/open?id=1KTQKVZuSi-yFeilxrG-Sg7BA5oLGFm>

為了讓生活過得更好些，參加 aPHRi 認證考試獲取 HRCI 認證是每位選擇IT行業的工作人員必經之路。只有獲取了公司要求的這張證書既可獲得加薪和升遷的機會。而 HRCI 在考古題考試方面的雄厚實力源於業界企業的大力支持。數千家公司均依託 HRCI 標準來提供一個可靠的員工業績評估。此外，數十家擁有自己考古題專案的公司也非常信賴 HRCI 的 aPHRi 考古題，以確保員工具備扎實的技能功底。此舉可以為公司節省大量的時間和開銷。

HRCI aPHRi（國際人力資源副專業）認證考試是一個全球認可的認證計劃，評估新進入人力資源領域的個人的知識和技能。這項認證由HR認證學院（HRCI）頒發，該組織致力於促進人力資源管理的卓越。

>> 最新aPHRi考題 <<

aPHRi考古題介紹 & aPHRi學習指南

在真實的生命裏，每樁偉業都有信心開始，並由信心跨出第一步。當你懷疑自己的知識水準，而在考試之前惡補時，你是否想到如何能讓自己信心百倍的通過這次 HRCI的aPHRi考試認證，不要著急，KaoGuTi就是唯一能讓你通過考試的培訓資料網站，它的培訓資料包括試題及答案，它的通過率100%，有了KaoGuTi HRCI的aPHRi考試培訓資料，你就可以跨出你的第一步，等到考試後獲得認證，你職業生涯的輝煌時期將要開始了。

最新的 HR Certification Institute aPHRi 免費考試真題 (Q146-Q151):

問題 #146

What is the best practice for maintaining the confidentiality of employee records within an organization?

- A. Restricting access to authorized personnel only
- B. Storing records in locked cabinets
- C. Sharing records only with managers
- D. Allowing limited access to everyone

答案： A

解題說明：

Restricting access to authorized personnel only is essential for maintaining the confidentiality of employee records. This practice

ensures that sensitive information is only accessible by individuals who need it for legitimate business purposes.

問題 #147

What term describes an employee who works less than the standard 40-hour work week?

- A. Full-time
- B. Contractor
- C. Hourly
- D. Part-time

答案： D

解題說明：

Part-time employees are those who work less than the full-time standard of 40 hours per week. They usually do not receive the same benefits as full-time employees and may have more flexible working hours.

問題 #148

Place the commonly used steps in the employment termination process in order.

答案：

解題說明：

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. Reference: SHRM's "Guide to Documenting Employee Performance Issues" (2022).

Call the employee into a private office for a short, clear meeting # Step 2 Explanation: A private meeting is essential to communicate the termination decision respectfully and clearly.

This ensures confidentiality and professionalism, allowing the employee to process the information in a dignified manner.

Reference: SHRM, "How to Conduct a Termination Meeting" (2021).

Communicate any benefits that the employee will receive, such as a severance package # Step 3 Explanation: Clearly communicating severance, benefits, or final paycheck details demonstrates fairness and reduces post-termination misunderstandings. It also supports compliance with labor laws and ensures a smoother transition.

Reference: "Severance Pay Best Practices," International Labour Organization (ILO) (2023).

Communicate with the rest of the organization about the departure of the employee # Step 4 Explanation: Informing the organization appropriately helps maintain workplace morale and transparency. The announcement should respect the departing employee's privacy while addressing any operational impacts.

Reference: CIPD's "Managing Organizational Changes and Communication" (2022).

Final Matching Summary:

Step 1: Prepare a file documenting the reasons for the dismissal.

Step 2: Call the employee into a private office for a short, clear meeting.

Step 3: Communicate any benefits that the employee will receive, such as a severance package.

Step 4: Communicate with the rest of the organization about the departure of the employee.

References:

Society for Human Resource Management (SHRM), "Guide to Documenting Employee Performance Issues" (2022).

SHRM, "How to Conduct a Termination Meeting" (2021).

International Labour Organization (ILO), "Severance Pay Best Practices" (2023).

Chartered Institute of Personnel and Development (CIPD), "Managing Organizational Changes and Communication" (2022).

Harvard Business Review, "Steps to Ethical Termination Practices" (2020).

問題 #149

A company wants to monitor employee productivity and ensure compliance with workplace policies. What type of technology should HR implement to achieve this?

- A. Mobile applications, which allow employees to manage their schedules on the go

- B. Monitoring software, which tracks computer usage and employee activity
- C. Wearable technology, which monitors employee health and wellness metrics
- D. Employee feedback platforms, which collect anonymous feedback from staff

答案： B

解題說明：

Monitoring software, which tracks computer usage and employee activity, is used by companies to monitor employee productivity and ensure compliance with workplace policies. This technology provides detailed reports on how employees are spending their work hours.

問題 #150

Which of the following functions is most commonly outsourced?

- A. Performance management
- B. Recruitment
- C. Selection
- D. Communication

答案： B

解題說明：

Comprehensive and Detailed in Depth Explanation:

Outsourcing in HR involves delegating specific functions to external vendors to improve efficiency, reduce costs, or access specialized expertise. Recruitment is one of the most commonly outsourced HR functions because it can be time-intensive, and external agencies often have access to larger talent pools, advanced sourcing tools, and expertise in candidate screening.

* Option A (Communication): Internal communication is rarely outsourced, as it requires deep knowledge of the organization's culture and operations.

* Option B (Performance management): This is typically handled internally to ensure alignment with organizational goals and culture, though some aspects (e.g., software) may be supported externally.

* Option C (Selection): Selection (final hiring decisions) is usually kept in-house to ensure the right cultural fit, though parts of the process may be supported by external tools.

Reference: aPHRi knowledge domain - HR Operations: Outsourcing HR functions, with recruitment as a common example.

問題 #151

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aPHRi 考題寶典由 KaoGuTi 在世界各地的資深IT工程師組成的專業團隊製作完成，HRCI 的 aPHRi 考題寶典內包含最新的 aPHRi 考試試題，並附有全部正確答案，保證一次輕鬆通過 aPHRi 考試，完全無需購買其他額外的 aPHRi 複習資料。並且購買 aPHRi 考題後，享有一年的免費更新服務。

aPHRi 考古題介紹: https://www.kaoguti.com/aPHRi_exam-pdf.html

HRCI 最新 aPHRi 考題 要在今日競爭的工作市場上成功，無論是尋找新的機會或是在您目前的職位上獲得升遷，都需要建立與展現您的技術專業和技能，想要順利通過 aPHRi 考試，最直接，最有效的方式就是練習和實際考試有相關性的 2019 最新的 aPHRi 題庫，想取得 aPHR 認證資格嗎，HRCI 最新 aPHRi 考題 你想得到更多的機會晉升嗎，我是自學的 aPHRi，我當時也因為這個難題困惑了很久，HRCI 的 aPHRi 考試培訓資料是每個考生必備的考前學習資料，有了這份資料，考生們就可以義無反顧的去考試，這樣考試的壓力也就不那麼大，而 KaoGuTi 這個網站裏的培訓資料是考生們最想要的獨一無二的培訓資料，有了 KaoGuTi HRCI 的 aPHRi 考試培訓資料，還有什麼過不了，aPHRi 考古題是針對 IT 相關考試認證研究出來的培訓產品，選擇使用我們的 HRCI aPHRi 考題產品，你就可以毫不費力的通過了這麼困難的 aPHRi 證照考試。

盤古陡然壹驚，立刻對著時空道人說道，怎麼不可以嗎？林夕麒哈哈壹笑問道，要在今日競爭的工作市場上成功，無論是尋找新的機會或是在您目前的職位上獲得升遷，都需要建立與展現您的技術專業和技能，想要順利通過 aPHRi 考試，最直接，最有效的方式就是練習和實際考試有相關性的 2019 最新的 aPHR 題庫。

最新更新的最新 aPHRi 考題 & 保證 HRCI aPHRi 考試成功與優質的 aPHRi 考古題介紹

