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Exam aPHRi Score & Exam Sample aPHRi Questions

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HRCI Associate Professional in Human Resources - International Sample Questions (Q138-Q143):

NEW QUESTION # 138

What is a critical first step in maintaining accurate HR records?

- A. Ensuring proper documentation
- B. Offering flexible work schedules
- C. Increasing employee engagement
- D. Reviewing employee satisfaction

Answer: A

Explanation:

Ensuring proper documentation is a critical first step in maintaining accurate HR records. Accurate documentation helps in tracking employee information and ensuring that all records are complete and up to date.

NEW QUESTION # 139

An HR metric that is used to communicate the positive impact of a training program is:

- A. Return on assets
- B. Revenue per employee
- C. Return on capital
- D. Return on investment (ROI)

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

Return on Investment (ROI) is an HR metric used to measure the financial impact of a training program by comparing the program's benefits (e.g., increased productivity) to its costs. A positive ROI demonstrates the training's effectiveness and value to the organization.

* Option A (Return on assets): This is a financial metric for overall business performance, not specific to training.

* Option B (Return on capital): This is also a financial metric, not related to training impact.

* Option C (Revenue per employee): This measures overall productivity, not the specific impact of training.

Reference: aPHRi knowledge domain - Talent Development: Evaluating training effectiveness using metrics like ROI.

NEW QUESTION # 140

A company aims to increase diversity in its workforce. What is an effective strategy to achieve this goal?

- A. Increase salaries for underrepresented groups.
- B. Focus on hiring interns from diverse backgrounds.
- C. Implement inclusive recruitment practices and outreach.
- D. Reduce hiring standards to attract diverse candidates.

Answer: C

Explanation:

Implementing inclusive recruitment practices and outreach is an effective strategy to increase diversity in the workforce. By actively seeking diverse candidates and removing barriers to employment, the organization can create a more diverse and representative workforce.

NEW QUESTION # 141

An organization has been found in violation of equal employment opportunity laws. What immediate steps should HR take to address the issue and prevent future violations?

- A. Hire more diverse talent
- B. Review and update policies and training
- C. Develop an inclusion committee
- D. Consult with external legal experts

Answer: B

Explanation:

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