

# Reliable aPHRi Test Braindumps, Exam aPHRi Score



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Step 1: Fill out the application form on the HRCI website.

Step 2: Save and print the confirmation page from your application. You will need this in order to take the test.

Step 3: Take a copy of the confirmation page you saved in Step 2 and give it to one of your supervisors or HR representatives at work. They will have to sign and date it before it can be processed.

Step 4: Visit a testing centre in your area (see below for locations). This step is important, because if you do not make an appointment then you will not be able to take the exam and no one will be able to help you with registration or other questions. If you are unable to travel there, then contact us so that we can assist you in some way.

The aPHRi Certification is recognized internationally, making it a valuable asset for those who are interested in working in global organizations or those who are seeking to broaden their career opportunities beyond their home country. With the aPHRi certification, individuals can demonstrate their understanding of HR practices that are applicable in different countries and cultures.

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## Exam aPHRi Score & Exam Sample aPHRi Questions

If you are curious or doubtful about the proficiency of our aPHRi preparation quiz, we can explain the painstakingly word we did behind the light. By abstracting most useful content into the aPHRi exam materials, they have helped former customers gain success easily and smoothly. The most important part is that all contents were being sifted with diligent attention. No errors or mistakes will be found within our aPHRi Study Guide.

## 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:

Reviewing and updating policies and training is necessary when an organization violates equal employment opportunity laws. This action helps rectify the current issue and prevents future violations by ensuring that all employees are aware of and adhere to legal requirements.

## NEW QUESTION # 142

Conducting regular safety audits can help identify \_\_\_\_\_ before they become significant issues.

- A. Potential hazards
- B. Workplace policies
- C. Job satisfaction levels
- D. Employee morale

**Answer: A**

### Explanation:

Conducting regular safety audits can help identify potential hazards before they become significant issues. By proactively addressing these hazards, companies can prevent accidents and improve workplace safety.

## NEW QUESTION # 143

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