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STUDY GUIDE FOR HRCI APHRI CERTIFICATION EXAM



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HRCI aPHRi (Associate Professional in Human Resources - International) certification exam is a globally recognized credential that validates proficiency in the foundational knowledge, principles, and practices of human resources management. It is designed for individuals who are new to the HR profession or those who are transitioning from a non-HR role to an HR position. The aPHRi certification exam is an entry-level certification that demonstrates an individual's understanding of HR practices, laws, and regulations.

To be eligible to take the aPHRi exam, candidates must have a high school diploma or global equivalent. aPHRi Exam consists of 100 multiple-choice questions that cover six functional areas of HR, including HR operations, recruitment and selection, compensation and benefits, human resource development and retention, employee relations, and health, safety, and security. aPHRi exam is computer-based and is administered at authorized testing centers worldwide, making it accessible to HR professionals around the globe. Achieving the aPHRi certification demonstrates that the candidate has a fundamental understanding of HR principles, practices, and regulations and is committed to advancing their career in the field of human resources.

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The aPHRi is a valuable certification for entry-level HR professionals who work in an international setting. By demonstrating their knowledge and skills in core HR practices, individuals can gain recognition for their abilities and advance their careers in the field.

HRCI Associate Professional in Human Resources - International Sample Questions (Q108-Q113):

NEW QUESTION # 108

Fill in the blank: The calculation and distribution of _____ is an essential part of the off-boarding process.

- A. Company property return.
- B. Personal belongings.
- **C. End of service benefits.**
- D. Final salary calculations.

Answer: C

Explanation:

The calculation and distribution of end of service benefits is an essential part of the off-boarding process. These benefits often include severance pay, accrued leave, and any other financial entitlements owed to the departing employee.

NEW QUESTION # 109

The skills and behaviors that will help an individual succeed in a specific job are referred to as job:

- **A. competencies**
- B. Definitions
- C. Specification
- D. Enlargement

Answer: A

Explanation:

Job competencies refer to the skills, knowledge, and behaviors required for success in a specific role. They define what is necessary to perform a job effectively.

* Explanation of Other Options:

- * A. Definitions: Provides a broad description of a job, not specific skills.
- * B. Specification: Lists qualifications, not behaviors or competencies.
- * C. Enlargement: Refers to increasing the scope of a job, unrelated to skills.

NEW QUESTION # 110

Which of the following is a mandatory employment requirement?

- A. Providing benefits
- **B. Giving work breaks**
- C. Administering orientation

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

A mandatory employment requirement refers to a practice that employers are legally obligated to follow under labor laws. While the mandatory nature of these options depends on the jurisdiction, giving work breaks is often a legal requirement in many regions to ensure employee health and safety.

* Option A (Providing benefits): Providing benefits like health insurance or paid leave is not universally mandatory. For example, in

the U.S., the FLSA does not require benefits, though some countries (e.g., the UK) mandate certain benefits like paid vacation.

* Option B (Giving work breaks): Correct, as many jurisdictions require employers to provide breaks.

For instance, the EU Working Time Directive mandates a 20-minute break for shifts over 6 hours, and some U.S. states (e.g., California) require meal and rest breaks. This makes it the most likely mandatory requirement among the options.

NEW QUESTION # 111

Match the best recruitment method to the type of talent the organization is trying to hire.

Recruitment Method	Type of Talent
Internal search	Drop here Senior executive and managerial skills
Search firm	Drop here Qualifications and culture match
Professional associations	Drop here Organizational knowledge and experience
Employee referrals	Drop here Specific expertise and job demands

Answer:

Explanation:

Recruitment Method	Type of Talent
Internal search	Senior executive and managerial skills
Search firm	Qualifications and culture match
Professional associations	Organizational knowledge and experience
Employee referrals	Specific expertise and job demands

Explanation:

Recruitment Method	Type of Talent
Search firm	Senior executive and managerial skills
Employee referrals	Qualifications and culture match
Internal search	Organizational knowledge and experience
Professional associations	Specific expertise and job demands

Matched Recruitment Method to the Talent Type:

* Internal Search # Organizational Knowledge and Experience

* Explanation: Internal searches involve identifying talent within the existing workforce.

Employees already familiar with the organization's culture, policies, and operations are best suited for roles requiring organizational knowledge and experience. Internal promotions or lateral movements also enhance employee retention and morale.

NEW QUESTION # 112

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

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

Answer: D

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 # 113

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