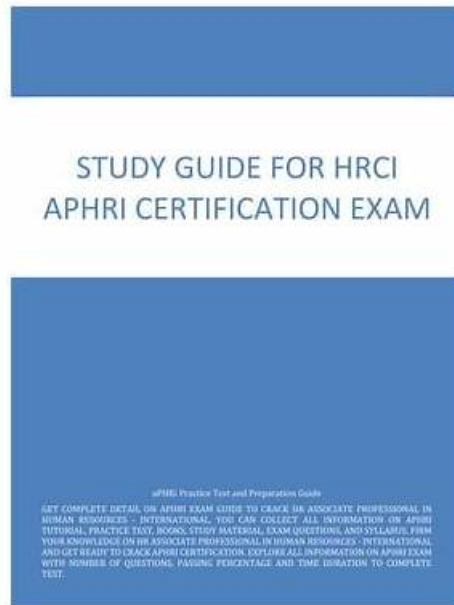


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The aPHRi Certification is an essential tool for professionals starting their journey in HR. It provides a solid foundation in the field and demonstrates to employers and colleagues that an individual is serious about their career in HR. The HRCI continues 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.

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HRCI aPHRi (Associate Professional in Human Resources - International) Exam is a globally recognized certification program designed for professionals who are just starting their careers in human resources. Associate Professional in Human Resources - International certification is awarded by the HR Certification Institute (HRCI), which is a global leader in developing and administering certifications for HR professionals.

## HRCI Associate Professional in Human Resources - International Sample Questions (Q144-Q149):

### NEW QUESTION # 144

A multinational company is experiencing low engagement in its virtual training sessions. How should the HR department address this issue to improve participation and learning outcomes?

- A. Increase the number of training sessions offered.
- **B. Incorporate interactive elements and frequent feedback.**
- C. Automate reminders and updates about training schedules.
- D. Offer incentives for attending training sessions.

**Answer: B**

Explanation:

Incorporating interactive elements and frequent feedback in virtual training sessions can significantly improve engagement and participation, making the learning experience more dynamic and effective for employees.

### NEW QUESTION # 145

Why is introducing company culture important during orientation?

- A. It reduces employee turnover rates
- **B. It helps employees align with organizational values**
- C. It improves job performance and satisfaction
- D. It increases employee engagement and morale

**Answer: B**

Explanation:

Introducing company culture during orientation is important because it helps employees align with the organizational values, ensuring a cohesive work environment.

### NEW QUESTION # 146

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

Recruitment Method	Type of Talent
Internal search	Senior executive and managerial skills
Search firm	Organizational knowledge and culture match
Professional associations	Organizational knowledge and experience
Employee referrals	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
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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.

Reference: SHRM's "Talent Acquisition and Employee Retention" 2022 edition highlights the advantage of leveraging internal knowledge through internal recruitment.

Search Firm # Senior Executive and Managerial Skills

Explanation: Executive search firms specialize in identifying high-level talent, particularly for senior managerial or C-suite roles. These roles require specialized skills, industry knowledge, and leadership expertise, making search firms essential for sourcing such candidates.

Reference: "Global Talent Acquisition Practices," CIPD (2023), underscores the role of search firms in filling strategic and high-impact roles.

Professional Associations # Specific Expertise and Job Demands

Explanation: Professional associations are ideal for sourcing candidates with niche or highly specialized skills.

They often provide access to job boards and networking events that connect employers with professionals who meet specific technical demands.

Reference: "Best Practices in Recruiting via Professional Associations," Harvard Business Review, 2021, outlines the effectiveness of professional associations in hiring for specific expertise.

Employee Referrals # Qualifications and Culture Match

Explanation: Employee referrals often result in candidates who align well with the company's culture, as existing employees are likely to recommend individuals they trust and deem a good fit. This method is also cost-effective and results in high-quality hires.

Reference: SHRM's "Employee Referral Programs" (2022) notes that referrals lead to better cultural integration and retention.

Final Matching Summary:

Internal Search # Organizational Knowledge and Experience

Search Firm # Senior Executive and Managerial Skills

Professional Associations # Specific Expertise and Job Demands

Employee Referrals # Qualifications and Culture Match

References:

Society for Human Resource Management (SHRM), "Talent Acquisition and Employee Retention" (2022).

Chartered Institute of Personnel and Development (CIPD), "Global Talent Acquisition Practices" (2023).

Harvard Business Review, "Best Practices in Recruiting via Professional Associations" (2021).

SHRM, "Employee Referral Programs" (2022).

#### NEW QUESTION # 147

Which recruitment method involves placing notices in various media to attract potential candidates for job openings?

- A. Social media campaigns
- B. Employee referral programs
- **C. Advertising job vacancies**
- D. Networking events

**Answer: C**

Explanation:

Advertising job vacancies involves placing notices in various media to attract potential candidates. This method allows companies to reach a wide audience and inform them about available job opportunities.

#### NEW QUESTION # 148

What is the first step an HR professional should take when developing an emergency preparedness training program?

- A. Establish a response team without detailed training.
- B. Develop the training based on previous emergency incidents.
- **C. Conduct a risk assessment to identify potential emergencies.**
- D. Wait for emergencies to occur before planning the training.

**Answer: C**

Explanation:

Conducting a risk assessment to identify potential emergencies is the first step in developing an emergency preparedness training program, ensuring that the training is tailored to address the most likely scenarios.

#### NEW QUESTION # 149

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