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aPHRi™ SAMPLE EXAM ITEMS

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ITEM 1

The structure of an organization is usually described in the form of an organization chart as a means to describe internal:

- A. chain of command.
- B. working structure.
- C. processes and procedures.
- D. interaction between people.

ITEM 2

The main reason exit interview information should be kept separate from personnel files is:

- A. legal reasons.
- B. confidentiality.
- C. reliability.
- D. company policy.

ITEM 3

An employee filed a complaint about another employee and is now contacting HR to find out if and how the other person was disciplined. What is the main reason why the HR administrator should not give out that information?

- A. Bias
- B. Privacy
- C. Retaliation
- D. Legal

ITEM 4

Which of the following barriers cause individuals to interpret the same communication differently, depending on previous experiences?

- A. Frames of reference
- B. Selective listening
- C. Value judgements
- D. Source credibility

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Know about the Passing Score, Duration & Questions for the HRCI aPHRi Exam

- Time Duration: 1 hours and 45 minutes
- Languages: English
- The passing score: 65 scored questions
- Number of Questions: 90 Questions
- Formate: Multiple Choice

HRCI Associate Professional in Human Resources - International Sample Questions (Q162-Q167):

NEW QUESTION # 162

Which business function is primarily responsible for managing a company's financial resources and planning for future financial needs?

- **A. Finance**
- B. Operations
- C. Human resources
- D. Marketing

Answer: A

Explanation:

Finance is responsible for managing a company,s financial resources and planning for future financial needs. This function ensures that the company has the necessary funds to operate and grow, while also planning for long-term financial stability.

NEW QUESTION # 163

What is the primary purpose of an exit interview during the off-boarding process?

- A. To discuss rehire eligibility.
- B. To address any legal issues.
- C. To negotiate a counteroffer.
- **D. To gather feedback for organizational improvement.**

Answer: D

Explanation:

The primary purpose of an exit interview is to gather feedback for organizational improvement. This allows the organization to understand why employees are leaving and to identify areas for improvement to enhance employee retention and satisfaction.

NEW QUESTION # 164

Match the job analysis method to the correct description.

□

Answer:

Explanation:

□
Explanation:

Here is the correct matching for each job analysis method with its corresponding description:

- * Questionnaire # Collect information by a structured list of options
- * Observation # Monitor and record actual behaviors on the job
- * Work Diary # Record the frequency and the time spent on each task
- * Interview # Allow instant interaction and obtain additional details

Step-by-Step Explanation

- * Questionnaire: A questionnaire is a structured method where employees provide information by selecting from a list of predefined options. This method is efficient for gathering large amounts of data across multiple employees and job roles.
- * Observation: Observation involves directly watching employees as they perform their duties to capture and record their actual behavior on the job. This method is useful for understanding real-time tasks and workflows.
- * Work Diary: A work diary requires employees to record their activities, noting the time spent and frequency of each task. This method provides detailed insights into the distribution of work activities and how employees allocate their time.
- * Interview: The interview method allows for direct interaction with employees, enabling the interviewer to ask follow-up questions and gather additional details. This method is ideal for gaining in-depth information and clarifying responses.

NEW QUESTION # 165

Which of the following is considered an environmental factor an organization should evaluate when seeking to have a healthy workplace?

- **A. Air ventilation**
- B. Employee morale
- C. Personal hygiene
- D. Weather conditions

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

A healthy workplace requires evaluating environmental factors that impact employee well-being. Air ventilation is a critical environmental factor, as poor air quality can lead to health issues (e.g., respiratory problems) and reduce productivity.

* Option A (Weather conditions): This is an external factor, not directly controllable by the organization.

* Option B (Personal hygiene): This is an individual responsibility, not an environmental factor.

* Option C (Employee morale): This is a psychological factor, not an environmental one.

Reference: aPHRi knowledge domain - HR Operations: Workplace safety and health, including environmental factors like ventilation.

NEW QUESTION # 166

Which method best describes when an employee gains knowledge and behaviors to become an effective organizational member?

- **A. Onboarding**
- B. Orientation
- C. Induction
- D. Coaching

Answer: A



Explanation:

Onboarding is a comprehensive process that helps employees gain the knowledge, skills, and behaviors needed to succeed within an organization. According to HRCI, onboarding extends beyond initial orientation by ensuring new hires are fully integrated into the company's culture and operations.

NEW QUESTION # 167

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