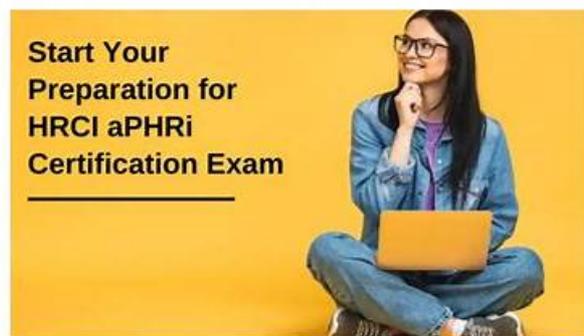# Test aPHRi Dumps Demo | Latest HRCI Latest aPHRi Examprep: Associate Professional in Human Resources - International

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HRCI Associate Professional in Human Resources - International Sample Questions (Q128-Q133):

NEW QUESTION # 128
Which of the following should HR do to prepare to interview a candidate?

- A. Review the candidate's resume
- B. Screen applications for relevant experience
- C. Produce a job description
- D. Share resumes with the hiring manager

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
To prepare for an interview, HR should review the candidate's resume to understand their background, skills, and experience. This allows HR to ask relevant questions and assess the candidate's fit for the role.
* Option A (Produce a job description): This is done before recruitment begins, not during interview preparation.
* Option B (Review the candidate's resume): Correct, as it is a key step in preparing for the interview.
* Option C (Share resumes with the hiring manager): This may be part of the process, but it is not HR's direct preparation for the interview.
Reference: aPHRi knowledge domain - Recruitment and Selection: Interview preparation, including reviewing candidate resumes.═══════════

NEW QUESTION # 129
Which of the following is a critical step in resolving disputes between employees and managers in an international organization?

- A. Delegate all investigation tasks to a single manager.
- B. Use anonymous tips as the sole basis for investigation.
- C. Conduct confidential interviews with all parties involved.
- D. Allow managers to resolve disputes informally without HR involvement.

Answer: C

Explanation:
Conducting confidential interviews with all parties involved ensures that all perspectives are heard and respected, contributing to a fair and comprehensive resolution of disputes.

NEW QUESTION # 130
Which of the following is a long-term outcome of conducting an employee orientation?

- A. Competitive advantage
- B. High performance
- C. Individual development
- D. Employee retention

Answer: D

Explanation:
Comprehensive and Detailed in Depth Explanation:
Employee orientation is the process of introducing new hires to the organization, its culture, policies, and their role. A well-executed orientation sets the foundation for long-term employee engagement and integration. The long-term outcome of orientation is employee retention, as it helps new hires feel welcomed, supported, and aligned with the organization's goals, reducing early turnover.
* Option A (Competitive advantage):While orientation may indirectly contribute to competitive advantage (e.g., through better employee performance), this is not a direct long-term outcome of orientation itself.

* Option B (Employee retention):Correct, as effective orientation improves employee engagement, reduces confusion, and fosters a sense of belonging, all of which contribute to higher retention rates over time.
* Option C (High performance):High performance may result from training and development, but orientation focuses on onboarding, not performance improvement, making this a shorter-term or indirect outcome.

NEW QUESTION # 131

An organization is implementing a new policy for employee records retention. What critical element should be included in the policy to ensure compliance with legal and regulatory requirements?

* A. Employee training, which ensures proper handling and understanding of records
* B. Audit trails, which track access and changes to records over time
* C. Retention schedules, which specify how long records must be kept
* D. Security protocols, which protect records from unauthorized access

Answer: C

Explanation:
Retention schedules specify how long records must be kept to ensure compliance with legal and regulatory requirements. These schedules help organizations manage records systematically and avoid legal penalties for improper record-keeping.

NEW QUESTION # 132

What is a primary goal of employee recognition programs?

* A. To increase sales and profits.
* B. To evaluate employee performance.
* C. To boost employee morale and motivation.
* D. To ensure regulatory compliance.

Answer: C

Explanation:
The primary goal of employee recognition programs is to boost employee morale and motivation. Recognizing employees, hard work and achievements fosters a positive work environment and encourages continued high performance.

NEW QUESTION # 133

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