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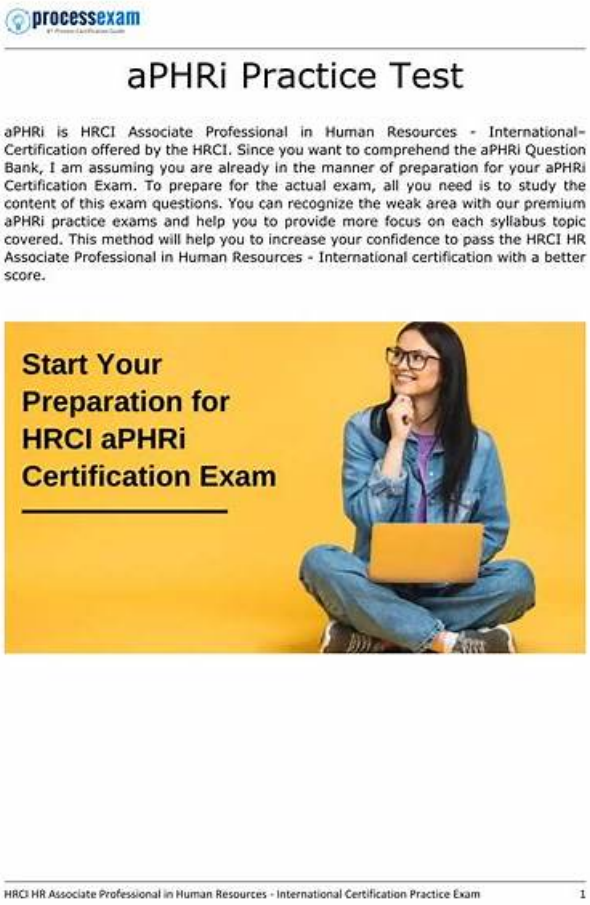
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aPHRi Practice Test

aPHRi is HRCI Associate Professional in Human Resources - International- Certification offered by the HRCI. Since you want to comprehend the aPHRi Question Bank, I am assuming you are already in the manner of preparation for your aPHRi Certification Exam. To prepare for the actual exam, all you need is to study the content of this exam questions. You can recognize the weak area with our premium aPHRi practice exams and help you to provide more focus on each syllabus topic covered. This method will help you to increase your confidence to pass the HRCI HR Associate Professional in Human Resources - International certification with a better score.

Start Your Preparation for HRCI aPHRi Certification Exam

HRCI HR Associate Professional in Human Resources - International Certification Practice Exam 1

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The aPHRi certification exam covers six functional areas of HR: HR operations, recruitment and selection, compensation and benefits, employee relations, HR administration and HR information management. aPHRi exam is computer-based and consists of 100 multiple-choice questions that must be completed in two hours. The cost of the exam is $395 for HRCI members and $495 for non-members. To be eligible to sit for the aPHRi certification exam, candidates must have a high school diploma or global equivalent. The aPHRi certification is valid for three years and can be renewed by earning continuing education credits or by retaking the exam.

The Human Resource Certification Institute (HRCI) has been a leading provider of certifications for HR professionals for more than 40 years. One of the most popular certifications offered by HRCI is the aPHRi (Associate Professional in Human Resources - International) exam. Associate Professional in Human Resources - International certification is designed for individuals who are just starting their career in human resources or who are interested in transitioning into the HR field.

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What are the Key Features of the Associate Professional in Human Resources - International Essentials

The Associate Professional in Human Resources - International Essentials is a four-year degree program that provides students with the skills and knowledge to conduct human resource management in the international environment. The program consists of two three-year degrees.

The Associate Professional in Human Resources - International Essentials offers students an opportunity to develop their expertise on issues relating to global business and international human resources development.

The program enables students to apply their knowledge, experience and expertise within a specific area of study by studying one or more areas of concentration within the field. The program also allows students to gain practical experience working on a variety of projects through internships and co-op placements. **HRCI aPHRi Exam Dumps** are used by HR professionals to pass the HRCI aPHRi exam.

The HRCI aPHRi exam is one of the most popular exams taken by HR professionals. The HRCI exam is taken by HR professionals all over the world. Many people take the HRCI exam every year.

HRCI Associate Professional in Human Resources - International Sample Questions (Q18-Q23):

NEW QUESTION # 18
Which reporting technique is best used for displaying the distribution of a single numerical variable over a range of values?

- A. Histograms, which are ideal for displaying the distribution of a numerical variable
- B. Line graphs, which display trends over periods of time
- C. Scatter plots, which display correlations between two variables
- D. Pie charts, which are useful for showing parts of a whole

Answer: A

Explanation:
Histograms are ideal for displaying the distribution of a numerical variable because they show the frequency of data points within specified ranges. This helps in understanding the spread and concentration of values.

NEW QUESTION # 19
A key benefit of a background screening policy is to:

- A. Minimize risk and ensure legal compliance
- B. Confirm a candidate's financial and health history
- C. Verify the employee's educational qualifications
- D. Gain knowledge about a candidate's family background

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
A background screening policy involves checking a candidate's history (e.g., criminal records, employment history) to ensure they are suitable for the role. A key benefit is to minimize risk (e.g., hiring someone with a relevant criminal history) and ensure legal compliance (e.g., adhering to industry regulations or safety standards).
* Option A (Gain knowledge about a candidate's family background): Family background is not typically part of a standard

screening and may violate privacy laws.
* Option B (Verify the employee's educational qualifications): This is one aspect of screening, but not the key benefit.
* Option C (Minimize risk and ensure legal compliance): Correct, as this is the overarching benefit of background screening.
Reference: aPHRi knowledge domain - Recruitment and Selection: Background screening policies and their role in risk management.==========

NEW QUESTION # 20
Accidents and injuries in the workplace affect an organization's bottom line most directly through:

- A. Production costs
- B. Equipment repairs
- C. Insurance premiums
- D. Lost workdays

Answer: D

Explanation:
Impact of Workplace Accidents on the Bottom Line:
* Lost workdays refer to the period employees are unable to work due to injuries or illnesses sustained on the job. This directly affects productivity and increases operational costs.
Why Lost Workdays is Most Direct:
* When employees are absent, organizations may face reduced output, increased overtime costs to cover shifts, or delays in meeting deadlines.
* Indirect impacts like reduced morale or turnover can compound financial losses.
Eliminating Incorrect Options:
* B. Equipment repairs: While relevant, these costs are typically infrequent and less direct than lost productivity.
* C. Insurance premiums: Premium increases occur over time and are a secondary consequence of workplace incidents.
* D. Production costs: These may rise due to accidents, but lost workdays are a more immediate and measurable effect.
International HR References:
* Occupational Safety and Health Administration (OSHA): Provides frameworks for tracking workplace injuries and their financial impact.
* ILO Guidelines on Occupational Safety and Health (2001): Discusses economic impacts of workplace injuries, including lost productivity.

NEW QUESTION # 21
Which of the following assessments is conducted to evaluate a candidate's general intelligence?

- A. Aptitude
- B. Polygraph
- C. Cognitive

Answer: C

Explanation:
Comprehensive and Detailed in Depth Explanation:
A cognitive assessment evaluates a candidate's general intelligence, including abilities like reasoning, problem-solving, memory, and verbal or numerical skills. These tests (e.g., IQ tests) are often used in recruitment to predict job performance.
* Option A (Aptitude): Aptitude tests measure specific abilities or potential to learn, not general intelligence.
* Option B (Cognitive): Correct, as cognitive assessments focus on general intelligence.
Reference: aPHRi knowledge domain - Recruitment and Selection: Use of cognitive assessments in candidate evaluation.==========

NEW QUESTION # 22
Place the commonly used steps in the employment termination process in order.

Answer:

Explanation:

Explanation:

Ordered Employment Termination Process:
* Prepare a file documenting the reasons for the dismissal # Step 1
* Explanation:Documentation is the foundation of any termination process. It ensures that the reasons for termination are clear, consistent, and legally compliant. Proper records help protect the organization from potential legal challenges and ensure fairness.
Reference: SHRM's "Guide to Documenting Employee Performance Issues" (2022).
Call the employee into a private office for a short, clear meeting # Step 2 Explanation:A private meeting is essential to communicate the termination decision respectfully and clearly.
This ensures confidentiality and professionalism, allowing the employee to process the information in a dignified manner.
Reference: SHRM, "How to Conduct a Termination Meeting" (2021).
Communicate any benefits that the employee will receive, such as a severance package # Step 3 Explanation:Clearly communicating severance, benefits, or final paycheck details demonstrates fairness and reduces post-termination misunderstandings. It also supports compliance with labor laws and ensures a smoother transition.
Reference: "Severance Pay Best Practices," International Labour Organization (ILO) (2023).
Communicate with the rest of the organization about the departure of the employee # Step 4 Explanation:Informing the organization appropriately helps maintain workplace morale and transparency. The announcement should respect the departing employee's privacy while addressing any operational impacts.
Reference: CIPD's "Managing Organizational Changes and Communication" (2022).
Final Matching Summary:
Step 1: Prepare a file documenting the reasons for the dismissal.
Step 2: Call the employee into a private office for a short, clear meeting.
Step 3: Communicate any benefits that the employee will receive, such as a severance package.
Step 4: Communicate with the rest of the organization about the departure of the employee.
References:
Society for Human Resource Management (SHRM), "Guide to Documenting Employee Performance Issues" (2022).
SHRM, "How to Conduct a Termination Meeting" (2021).
International Labour Organization (ILO), "Severance Pay Best Practices" (2023).
Chartered Institute of Personnel and Development (CIPD), "Managing Organizational Changes and Communication" (2022).
Harvard Business Review, "Steps to Ethical Termination Practices" (2020).

NEW QUESTION # 23

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