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The Associate Professional in Human Resources - International (aPHRi) Exam is an entry-level human resources certification that demonstrates proficiency in HR areas such as recruitment, employee relations, and compliance. The aPHRi is offered by the HR Certification Institute (HRCI), a globally recognized organization that certifies HR professionals. Designed for those who are new to the HR field, the aPHRi provides a foundational understanding of HR practices and principles.

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

NEW QUESTION # 144

Which of the following is considered best practice for an HR policy on bereavement?

- A. Offer emotional assistance
- B. Offer flexible hours
- C. Express condolences publicly
- **D. Provide time-off**

Answer: D

Explanation:

The best practice for an HR bereavement policy is to provide time-off to employees so they can grieve, attend funerals, and manage personal matters without added work pressure.

* Explanation of Other Options:

- * B. Offer flexible hours: Helpful but secondary to bereavement leave.
- * C. Offer emotional assistance: A supportive measure but not a core bereavement policy practice.
- * D. Express condolences publicly: Inappropriate for a policy; better as an informal gesture.

NEW QUESTION # 145

An employment has strong interpersonal traits but below average technical skills. If the employee's manager gives an overall performance rating of 'excellent' based on the employee's personality.

- A. The recency effect
- B. A contrast error
- C. A strictness error
- **D. The halo effect**

Answer: D

Explanation:

The halo effect occurs when a manager gives an employee an overall performance rating based on one positive trait (e.g., interpersonal skills) while ignoring other areas (e.g., technical skills). This cognitive bias skews the evaluation toward one aspect of the employee's performance.

* Explanation of Other Options:

- * B. A contrast error: Happens when an employee is compared to others rather than an objective standard.
- * C. A strictness error: Refers to consistently rating employees lower than deserved.

NEW QUESTION # 146

Sarah is planning an event to recognize outstanding employee performance. What should she ensure to include in the event to make it effective?

- A. Offer a small monetary bonus privately.

- B. Send out an appreciation email to all employees.
- **C. Public acknowledgment of achievements and rewards.**
- D. Conduct a private meeting with the top performers.

Answer: C

Explanation:

Public acknowledgment of achievements and rewards is crucial to making an event recognizing outstanding employee performance effective. This ensures that the recognized employees feel valued and appreciated in front of their peers, enhancing motivation and engagement.

NEW QUESTION # 147

A multinational company discovers that some of its training programs are not compliant with local regulations in one of its regions. Describe the steps an HR manager should take to address and rectify this issue.

- A. Centralize training programs to ensure uniformity.
- B. Implement training without consulting legal advisors.
- C. Use external consultants to oversee compliance.
- **D. Conduct a compliance audit and revise non-compliant programs.**

Answer: D

Explanation:

Conducting a compliance audit and revising non-compliant programs allows the HR manager to identify areas of non-compliance, take corrective actions, and ensure all training programs meet local regulatory standards.

NEW QUESTION # 148

Which of the following refers to an organizational action to help with community and environment issues?

- A. Environment responsibility
- B. Corporate outreach
- **C. Corporate social responsibility**
- D. Environment scanning

Answer: C

Explanation:

Corporate social responsibility (CSR) refers to organizational actions that address social, community, and environmental issues as part of its ethical obligations.

* Examples: Sustainability initiatives, charitable contributions, and community outreach programs.

* Explanation of Other Options:

* A. Environmental responsibility: A subset of CSR focusing specifically on environmental issues.

* C. Environment scanning: Refers to analyzing external business environments for trends and risks.

* D. Corporate outreach: Describes community engagement efforts but does not encompass broader CSR activities.

NEW QUESTION # 149

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