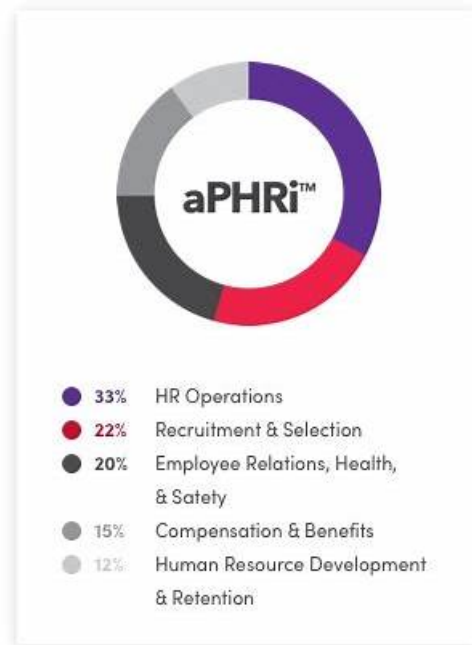


# HRCI aPHRi 시험응시료 & aPHRi 최신덤프데모다운로드



DumpTOP aPHRi 최신 PDF 버전 시험 문제집을 무료로 Google Drive에서 다운로드하세요:  
[https://drive.google.com/open?id=1wa1D3lIyeE50QYlxRCJF1hPS-xlNO\\_WF](https://drive.google.com/open?id=1wa1D3lIyeE50QYlxRCJF1hPS-xlNO_WF)

DumpTOP의 IT전문가들이 자신만의 경험과 끊임없는 노력으로 최고의 HRCI aPHRi 학습자료를 작성해 여러분들이 HRCI aPHRi 시험에서 패스하도록 최선을 다하고 있습니다. 덤프는 최신 시험문제를 커버하고 있어 시험패스율이 높습니다. HRCI aPHRi 시험을 보기로 결심한 분은 가장 안전하고 가장 최신인 적중율 100%에 달하는 HRCI aPHRi 시험대비덤프를 DumpTOP에서 받을 수 있습니다.

어떻게 하면 가장 편하고 수월하게 HRCI aPHRi 시험을 패스할 수 있을까요? 그 답은 바로 DumpTOP에서 찾아볼 수 있습니다. HRCI aPHRi 덤프로 시험에 도전해보지 않으실래요? DumpTOP은 당신을 위해 HRCI aPHRi 덤프로 HRCI aPHRi 인증시험이라는 높은 벽을 순식간에 무너뜨립니다.

>> HRCI aPHRi 시험응시료 <<

## HRCI aPHRi 최신 덤프데모 다운로드 - aPHRi 시험패스 가능한 공부문제

DumpTOP은 전문적인 IT인증시험덤프를 제공하는 사이트입니다. aPHRi 인증시험을 패스하려면 아주 현명한 선택입니다. DumpTOP에서는 aPHRi 관련 자료도 제공하므로 여러분처럼 IT 인증시험에 관심이 많은 분들에게 아주 유용한 자료이자 학습가이드입니다. DumpTOP은 또 여러분이 원하도 필요로 하는 최신 최고버전의 aPHRi 문제와 답을 제공합니다.

## 최신 HR Certification Institute aPHRi 무료샘플문제 (Q157-Q162):

### 질문 # 157

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

정답:

설명:

Explanation:

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).

WorldatWork Handbook of Compensation, Benefits & Total Rewards, Chapter 8: "Recruitment Strategies" (2020).

### 질문 # 158

Fill in the blank: Effective \_\_\_\_\_ is crucial for ensuring that all participants are available and prepared for the interview.

- A. Candidate evaluation
- **B. Scheduling coordination**
- C. Venue arrangement
- D. Technical setup

정답: B

설명:

Effective scheduling coordination is crucial for ensuring that all participants are available and prepared for the interview, making the process efficient and organized.

### 질문 # 159

Which of the following is short-term solution an organization might take to immediately reduce overhead costs even through it may result in damage to employee morale?

- A. Reduction in work hours
- B. Hiring freeze
- C. Downsizing
- D. Restructuring

정답: C

설명:

Downsizing is a short-term solution used to immediately reduce overhead costs by eliminating positions. However, it often negatively impacts employee morale due to job insecurity and loss of colleagues.

\* Explanation of Other Options:

\* B. Hiring freeze: Prevents new hires but doesn't reduce existing costs.

\* C. Restructuring: Focuses on long-term operational improvements, not immediate cost reduction.

### 질문 # 160

An organization that focuses primarily on mid-level to senior-level recruitment is commonly referred to as a (n):

- A. Professional association
- B. Executive search firm
- C. HR placement firm
- D. Recruitment agency

정답: B

설명:

Comprehensive and Detailed in Depth Explanation:

An executive search firm, often called a "headhunter," specializes in recruiting mid-level to senior-level professionals, such as managers, directors, or executives. These firms focus on high-level talent acquisition, often for leadership roles.

\* Option A (Recruitment agency): This is a broader term for agencies that recruit for various levels, not specifically mid to senior.

\* Option B (HR placement firm): This is not a standard term in HR.

\* Option C (Executive search firm): Correct, as it focuses on mid to senior-level recruitment.

### 질문 # 161

Consider a scenario where an organization wants to implement a more secure and efficient way to manage employee attendance. What technology should HR consider for this purpose?

- A. Automated payroll systems, which ensure accurate and timely salary payments
- B. Digital signage, which displays important company information in common areas
- C. Project management tools, which help coordinate team tasks and deadlines
- D. Biometric systems, which automate and secure the attendance tracking process

정답: D

설명:

Biometric systems automate and secure the attendance tracking process, making it more efficient and accurate. This technology eliminates the need for manual timekeeping and reduces the risk of time theft or buddy punching.

### 질문 # 162

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우리 DumpTOP사이트에서 제공되는HRCI인증aPHRi시험덤프의 일부분인 데모 즉 문제와 답을 다운받으셔서 체험해보면 우리DumpTOP에 믿음이 갈 것입니다. 우리DumpTOP의 제품을 구매하신다고 하면 우리는 최선을 다하여 여러분들한테 최고의 버전을 제공함으로 한번에HRCI인증aPHRi시험을 패스하도록 하겠습니다. IT시험이라고 모두 무조건 외우고 장악하고 많은 시간을 투자해야만 된다는 사상을 깨게 될 것입니다.

