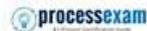


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aPHRi Exam Details

Exam Name	HRCI Associate Professional in Human Resources - International
Exam Code	aPHRi
Exam Fee	USD \$300
Application Fee	USD \$100
Exam Duration	105 Minutes plus 30 Minutes administration time
Number of Questions	90
Passing Score	71%
Format	Multiple Choice Questions
Schedule Exam	Pearson VUE
Sample Questions	HRCI HR Associate Professional in Human Resources - International Exam Sample Questions and Answers
Practice Exam	HRCI Associate Professional in Human Resources - International (aPHRi) Practice Test

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HRCI Associate Professional in Human Resources - International Sample Questions (Q85-Q90):

NEW QUESTION # 85

Employees who are engaged with an external organization for the purpose of demanding better working conditions from their employers belong to a:

- A. Labor union
- B. Joint venture
- C. Review panel
- D. Focus group

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

A labor union is an organized group of employees who join together to negotiate with their employer for better working conditions, wages, benefits, and other employment terms. Unions engage with external organizations (e.g., national union bodies) to represent employees' interests and advocate on their behalf.

* Option A (Labor union): Correct, as it describes employees organizing to demand better conditions.

* Option B (Focus group): A focus group is a small group used for feedback or research, not for demanding conditions.

* Option C (Joint venture): This is a business partnership between two organizations, not related to employee advocacy.

Reference: aPHRi knowledge domain - Employee Relations: Understanding labor unions and their role in employee advocacy.

NEW QUESTION # 86

_____ is a software that allows HR professionals to perform complex statistical analysis on large datasets, helping in decision-making processes.

- A. Statistical software such as SPSS for in-depth data analysis
- B. Presentation software like PowerPoint for visual presentations
- C. Online survey tools for collecting feedback
- D. Database management systems for large-scale data storage

Answer: A

Explanation:

Statistical software such as SPSS is ideal for performing complex statistical analysis on large datasets. This type of software helps HR professionals make data-driven decisions by analyzing trends and patterns.

NEW QUESTION # 87

(Enter the answer as a number value.)

If an organization has 100 employees and a gross profit of US \$100,000, the profit per employee is US \$_____.

Answer:

Explanation:

1000

Explanation:

The profit per employee is calculated as:

$$\text{Profit per employee} = \frac{\text{Gross profit}}{\text{Number of employees}}$$

* Gross profit = \$100,000

* Number of employees = 100

Profit per employee = $\frac{100,000}{100} = 1,000$

NEW QUESTION # 88

Which of the following is most likely to be outsourced?

- A. Employee selection
- B. Financial reporting
- C. Succession planning
- **D. Payroll processing**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

Payroll processing is one of the most commonly outsourced HR functions because it is transactional, requires specialized expertise (e.g., tax compliance), and can be efficiently handled by external vendors (e.g., ADP, Paychex). Outsourcing payroll reduces administrative burden and ensures accuracy.

* Option A (Employee selection): Selection (final hiring decisions) is typically kept in-house to ensure cultural fit, though parts of the process may be supported externally.

* Option B (Payroll processing): Correct, as it is a standard function to outsource due to its complexity and regulatory requirements.

* Option C (Financial reporting): This is a finance function, not HR, and is less commonly outsourced in the HR context.

NEW QUESTION # 89

What type of training focuses on ensuring employees comply with industry regulations and company policies?

Response:

- A. Soft Skills Training
- B. Technical Training
- **C. Compliance Training**
- D. Diversity Training

Answer: C

NEW QUESTION # 90

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