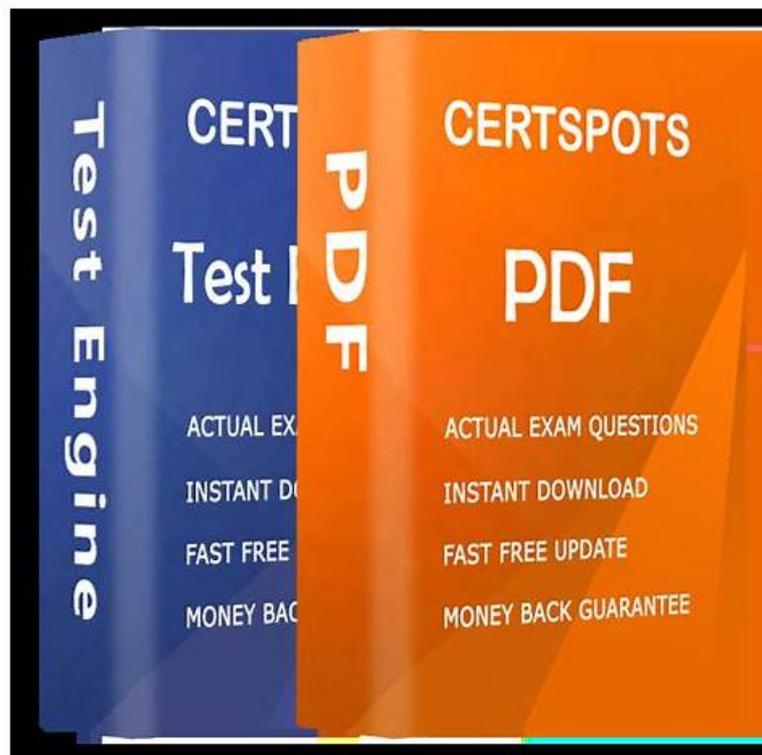


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HRCI aPHRi (Associate Professional in Human Resources - International) Certification Exam is a globally recognized certification for individuals who are starting their career in the field of human resources. Associate Professional in Human Resources - International certification is designed to provide a foundational understanding of the principles and practices of HR management, and it is ideal for individuals who are looking to gain a competitive edge in the job market.

## HRCI Associate Professional in Human Resources - International Sample Questions (Q135-Q140):

**NEW QUESTION # 135**

Which of the following is found in a candidate database?

- A. Benefit expectations
- B. Disciplinary actions
- C. Performance appraisals
- **D. Job skills**

**Answer: D**

Explanation:

A candidate database is designed to store information pertinent to recruitment and selection. It includes:

\* Job Skills: Key competencies and qualifications relevant to job roles, helping recruiters match candidates to positions.

\* Explanation of Other Options:

\* A. Disciplinary actions: These are internal records maintained post-hiring, not typically part of a candidate database.

\* C. Benefit expectations: These are discussed during negotiations and not stored in a pre-hiring database.

\* D. Performance appraisals: These are post-hiring evaluations, irrelevant to candidate databases.

References:SHRM: Candidate Database Best Practices.

CIPD: Talent Acquisition Guidelines.

**NEW QUESTION # 136**

Match each HR tool to its corresponding description

HR Tool	Description
Focus Group Discussion	Measures employee feelings related to their pay and responsibilities.
Engagement Survey	Examines specific topics to determine satisfaction at work.
Stay Interviews	Used to determine what motivates employees to continue working for an organization.

**Answer:**

Explanation:

HR Tool	Description
Engagement Survey	Measures employee feelings related to their pay and responsibilities.
Focus Group Discussion	Examines specific topics to determine satisfaction at work.
Stay Interviews	Used to determine what motivates employees to continue working for an organization.

Explanation:

Here is the correct matching for each HR tool with its corresponding description:

\* Focus Group Discussion # Examines specific topics to determine satisfaction at work

\* Engagement Survey # Measures employee feelings related to their pay and responsibilities

\* Stay Interviews # Used to determine what motivates employees to continue working for an organization

Step-by-Step Explanation  
\* Focus Group Discussion: This tool involves gathering a small group of employees to discuss specific topics in depth. It helps HR understand employee perspectives on certain issues or areas of satisfaction and dissatisfaction at work.

\* Engagement Survey: Engagement surveys are used to gauge overall employee sentiment regarding various aspects of their job, including pay, responsibilities, and work environment. This tool helps organizations measure the level of employee engagement and

areas for improvement.

\* Stay Interviews: Stay interviews focus on understanding why employees choose to remain with the organization and what factors motivate them to continue. These interviews provide insights into retention drivers and potential areas for organizational improvement to retain talent.

#### NEW QUESTION # 137

Fill in the blank: A \_\_\_\_\_ is conducted to verify the accuracy of a candidate's employment history, criminal record, and educational qualifications before making a job offer.

- A. Reference check
- **B. Background check**
- C. Security clearance
- D. Credit check

**Answer: B**

Explanation:

A background check is conducted to verify the accuracy of a candidate's employment history, criminal record, and educational qualifications before making a job offer.

#### NEW QUESTION # 138

What type of external HR service provider helps companies manage and administer employee benefits packages?

- A. Legal advisors
- B. Wellness coaches
- **C. Benefits brokers**
- D. Financial advisors

**Answer: C**

Explanation:

Benefits brokers help companies manage and administer employee benefits packages. They provide guidance on selecting and maintaining benefits plans that meet the needs of employees and comply with regulations.

#### NEW QUESTION # 139

Which of the following actions should be prioritized when addressing a potential incident of employee violence?

- A. Notifying law enforcement immediately.
- B. Providing additional security at the workplace.
- **C. Conducting a threat assessment and taking preventive measures.**
- D. Offering mediation between the employees involved.

**Answer: C**

Explanation:

Conducting a threat assessment and taking preventive measures should be prioritized when addressing potential employee violence. This involves evaluating the severity of the threat and implementing steps to mitigate any risks, ensuring the safety of all employees.

#### NEW QUESTION # 140

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