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The aPHRi exam covers a range of HR topics, including recruitment and selection, employee relations, compensation and benefits, and HR operations. It is intended for individuals who are just starting their careers in HR or who have recently transitioned to an international HR role. aPHRi Exam consists of 100 multiple-choice questions and is administered in a computer-based format.

HRCI Associate Professional in Human Resources - International Sample Questions (Q10-Q15):

NEW QUESTION # 10

Fill in the blank: An employment offer must include _____ to ensure that the candidate fully understands the terms and conditions of the job.

- A. Comprehensive terms and conditions
- B. Employee benefits overview
- C. Flexible working arrangements
- D. Detailed company history

Answer: A

Explanation:

An employment offer must include comprehensive terms and conditions to ensure that the candidate fully understands the job's expectations and benefits.

NEW QUESTION # 11

Fill in the blank: Regular _____ are essential to maintain workplace safety and ensure compliance with health and safety regulations.

- A. Employee surveys.
- B. Safety inspections.
- C. Team meetings.
- D. Fire drills.

Answer: B

Explanation:

Regular safety inspections are essential to maintain workplace safety and ensure compliance with health and safety regulations. Inspections help in identifying and mitigating risks before they result in accidents or injuries.

NEW QUESTION # 12

Which of the following best describes a critical responsibility of HR when ensuring compliance with training and development laws in an international organization?

- A. Standardize training programs across all locations.
- B. Monitor regulatory changes and update training policies.
- C. Outsource training program management to a third party.
- D. Delegate compliance responsibilities to local managers.

Answer: B

Explanation:

Monitoring regulatory changes and updating training policies is critical for ensuring that training programs remain compliant with current laws, preventing legal issues and ensuring effective training.

NEW QUESTION # 13

John, a new employee, is given the option to choose from a range of benefits, including health insurance, retirement plans, and wellness programs. What type of benefit program is John participating in?

- A. Basic benefit program
- B. Performance-based benefit program
- C. Traditional benefits package
- D. **Flexible benefit program**

Answer: D

Explanation:

A flexible benefit program allows employees like John to choose from a range of benefits, such as health insurance, retirement plans, and wellness programs, catering to their diverse needs and preferences.

NEW QUESTION # 14

Which of the following functions is most commonly outsourced?

- A. Performance management
- B. **Recruitment**
- C. Selection
- D. Communication

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

Outsourcing in HR involves delegating specific functions to external vendors to improve efficiency, reduce costs, or access specialized expertise. Recruitment is one of the most commonly outsourced HR functions because it can be time-intensive, and external agencies often have access to larger talent pools, advanced sourcing tools, and expertise in candidate screening.

* Option A (Communication): Internal communication is rarely outsourced, as it requires deep knowledge of the organization's culture and operations.

* Option B (Performance management): This is typically handled internally to ensure alignment with organizational goals and culture, though some aspects (e.g., software) may be supported externally.

* Option C (Selection): Selection (final hiring decisions) is usually kept in-house to ensure the right cultural fit, though parts of the process may be supported by external tools.

NEW QUESTION # 15

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