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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 aPHRi (Associate Professional in Human Resources - International) Certification Exam is a globally recognized certification that validates the foundational knowledge and skills of professionals in the human resources field. aPHRi exam is designed for individuals who are just beginning their careers in HR or those who have recently transitioned into HR roles. It is an entry-level certification that helps professionals demonstrate their commitment to the HR field and enhances their career prospects.

HRCI Associate Professional in Human Resources - International Sample Questions (Q156-Q161):

NEW QUESTION # 156
A multinational firm aims to improve its approach to managing workplace behavior issues. How should the HR department approach the task of reducing absenteeism and addressing aggressive behavior?

- A. Emphasize on disciplinary actions rather than preventive measures.
- B. Focus on performance metrics instead of employee well-being.
- C. Establish a support system for employees and provide clear guidelines.
- D. Use a punitive approach without addressing underlying causes.

Answer: C

Explanation:
Establishing a support system for employees and providing clear guidelines helps reduce absenteeism and address aggressive behavior by offering resources and support to employees, promoting a healthier and more productive work environment.

NEW QUESTION # 157
Which of the following best defines the process of promoting an organization as desirable in the labor market?

- A. Marketing initiatives
- B. Employment branding
- C. Strategic planning
- D. Social influencing

Answer: B

Explanation:
Comprehensive and Detailed in Depth Explanation:
Employment branding is the process of promoting an organization as a desirable place to work in the labor market. It involves creating a positive employer image through messaging, culture, and benefits to attract top talent.
* Option A (Social influencing):This is not a standard HR term and is unrelated to employer branding.
* Option B (Strategic planning):This is a broader business process, not specific to promoting the organization as an employer.
* Option C (Marketing initiatives):This refers to product or service marketing, not employer branding.

NEW QUESTION # 158
A primary purpose of internet policies is to:

- A. Ensure the employees have secure access
- B. Create a structure for disciplinary procedures
- C. Reduce frequency of communication in the organization
- D. Protect information shared within and outside of the organization

Answer: D

Explanation:
Comprehensive and Detailed in Depth Explanation:
Internet policies outline acceptable use of the organization's internet resources, including email, browsing, and file sharing. A primary purpose is to protect information shared within and outside the organization by preventing data breaches, ensuring confidentiality,

and mitigating risks like malware or unauthorized disclosures.
* Option A (Ensure the employees have secure access): While secure access is important, it is a technical aspect, not the primary purpose of the policy.
* Option B (Reduce frequency of communication in the organization): Internet policies do not aim to reduce communication; they regulate it.
* Option C (Create a structure for disciplinary procedures): This is a secondary outcome, not the primary purpose.
Reference: aPHRi knowledge domain - HR Operations: Developing internet policies to protect organizational data.==============

NEW QUESTION # 159
Compensation surveys are used to:

- A. Benchmark pay practices against competitors.
- B. Review an organization's benefits program.
- C. Identity hiring trends within the industry.
- D. Calculate an organization's return on investment (ROI).

Answer: A

Explanation:
Compensation surveys are designed to:
* Collect data on salaries, benefits, and other compensation components across similar organizations or industries.
* Help organizations compare and align their pay structures with competitors to remain competitive in attracting and retaining talent.
* Explanation of Other Options:
* B. Identify hiring trends: Typically analyzed through labor market studies, not compensation surveys.
* C. Calculate ROI: Involves financial performance metrics, unrelated to compensation surveys.
* D. Review benefits programs: May be included in surveys but is not the primary purpose.

NEW QUESTION # 160
The primary purpose of conducting employee disciplinary procedures is to:

- A. Correct behavior.
- B. punish the employee.
- C. Clarity policies
- D. Develop the employee

Answer: A

Explanation:
Purpose of Disciplinary Procedures:
* Employee disciplinary procedures aim to correct inappropriate behavior, ensure accountability, and promote adherence to workplace policies.
Why Correcting Behavior is Correct:
* The goal is not punitive but rehabilitative, helping employees align their actions with organizational expectations.
Eliminating Incorrect Options:
* B. Punish the employee: Modern HR practices focus on improvement, not punishment.
* C. Develop the employee: Development is a broader concept linked to training, not discipline.
* D. Clarify policies: While policies may be reinforced, the primary focus is correcting behavior.
International HR References:
* ACAS Code of Practice (UK): Emphasizes corrective measures in disciplinary actions.

NEW QUESTION # 161
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