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HRCI aPHRi (Associate Professional in Human Resources - International) certification exam is a globally recognized credential that validates proficiency in the foundational knowledge, principles, and practices of human resources management. It is designed for individuals who are new to the HR profession or those who are transitioning from a non-HR role to an HR position. The aPHRi Certification Exam is an entry-level certification that demonstrates an individual's understanding of HR practices, laws, and regulations.

## Top Valid Dumps aPHRi Ebook 100% Pass | High-quality aPHRi: Associate Professional in Human Resources - International 100% Pass

Have you ever noticed that people who prepare themselves for HRCI aPHRi certification exam do not need to negotiate their salaries for a higher level, they just get it after they are HRCI aPHRi Certified? The reason behind this fact is that they are considered the most deserving candidates for that particular job.

### HRCI Associate Professional in Human Resources - International Sample Questions (Q125-Q130):

#### NEW QUESTION # 125

Emma, an HR manager, is implementing new work-life balance initiatives. She introduces a policy where employees can choose their start and end times as long as they complete their required hours. What practice is Emma promoting?

- A. Overtime pay
- **B. Flexible working hours**
- C. Telecommuting
- D. Job sharing

**Answer: B**

Explanation:

Emma is promoting flexible working hours, allowing employees to choose their start and end times as long as they complete their required hours, which enhances their work-life balance.

#### NEW QUESTION # 126

An organization spends US \$200,000 to hire 50 people within a year with an average recruitment timeline of 100 days. The cost per hire is US \$ \_\_\_\_\_.

**Answer:**

Explanation:

\$4,000

Explanation:

Comprehensive and Detailed in Depth Explanation:

The cost per hire is calculated by dividing the total recruitment cost by the number of hires. The formula is:

Cost per hire = Total recruitment cost ÷ Number of hires.

Given: Total recruitment cost = \$200,000, Number of hires = 50.

Cost per hire = \$200,000 ÷ 50 = \$4,000.

The average recruitment timeline (100 days) is not relevant to this calculation. Thus, the cost per hire is \$4,000. This metric is commonly used in HR to evaluate recruitment efficiency.

Reference: aPHRi knowledge domain - Recruitment and Selection: Calculating recruitment metrics, such as cost per hire.

#### NEW QUESTION # 127

Tom needs to improve his company's HR forms management system. What is a key strategy he should implement?

- A. Implement a mentorship program
- **B. Implement an electronic filing system**
- C. Create standardized form templates
- D. Hire additional HR staff

**Answer: B**

Explanation:

Implementing an electronic filing system is a key strategy Tom should use to improve his company's HR forms management system. Electronic systems enhance accessibility, reduce physical storage needs, and allow for more efficient document management.

### NEW QUESTION # 128

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

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

**Answer: A**

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 # 129

What should be the first step in developing a performance appraisal timeline for an international organization?

- A. Consult with industry experts to determine best practices.
- **B. Assess the specific needs and goals of the organization.**
- C. Standardize the timeline across all departments.
- D. Implement a one-size-fits-all timeline for all regions.

**Answer: B**

Explanation:

Assessing the specific needs and goals of the organization is the first step in developing a performance appraisal timeline, ensuring that the timeline aligns with the overall objectives and operational requirements.

### NEW QUESTION # 130

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