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The Human Resource Certification Institute (HRCI) provides a suite of certifications for human resource professionals, and the Associate Professional in Human Resources - International (aPHRi) is one of them. Associate Professional in Human Resources - International certification is designed for entry-level professionals who are just starting their careers in the field of human resources. It is a globally recognized credential that demonstrates the foundational knowledge required for a career in HR. With the aPHRi certification, professionals can showcase their understanding of the fundamental principles of HR and get ahead in their careers.

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HRCI Associate Professional in Human Resources - International Sample Questions (Q102-Q107):

NEW QUESTION # 102

Fill in the blank: Regular _____ can help prevent cyber crimes by ensuring that employees recognize and avoid security threats.

- A. Social events and casual meetings.
- B. Unscheduled staff meetings.
- C. Regular team-building exercises.
- D. Cybersecurity training sessions.

Answer: D

Explanation:

Regular cybersecurity training sessions can help prevent cyber crimes by ensuring that employees recognize and avoid security threats. Training keeps employees informed about the latest security practices and potential threats, reducing the risk of accidental breaches.

NEW QUESTION # 103

During his first week, David attends various training sessions that help him understand his job duties and the tools he will use. What part of the onboarding process does this scenario describe?

- A. Setting up workstations
- B. Facilitating training sessions
- C. Introducing key personnel
- D. Conducting team-building activities

Answer: B

Explanation:

Facilitating training sessions during onboarding helps new employees understand their job duties and the tools they will use, ensuring they are well-prepared to start their work.

NEW QUESTION # 104

During a sudden fire outbreak in the office, what immediate action should the designated emergency response team take?

- A. Announce the fire drill schedule to employees.
- B. Guide employees to the nearest exits and ensure everyone evacuates safely.
- C. Wait for the fire department to arrive and take control.
- D. Collect employees, belongings before exiting the building.

Answer: B

Explanation:

The designated emergency response team should guide employees to the nearest exits and ensure everyone evacuates safely during a sudden fire outbreak. This immediate action is crucial to preventing panic and ensuring a swift and orderly evacuation.

NEW QUESTION # 105

What is the first step in the logistics planning process for a corporate event?

- A. Developing a new product launch strategy.
- B. Creating a marketing plan.
- **C. Establishing the event objectives and goals.**
- D. Hiring additional staff.

Answer: C

Explanation:

Establishing the event objectives and goals is the first step in the logistics planning process for a corporate event. This step provides a clear direction for the planning team and ensures that all subsequent logistical decisions align with the event's purpose and desired outcomes.

NEW QUESTION # 106

Which of the following is the most efficient method of measuring employee satisfaction in an organization?

- A. Observation
- **B. Surveys**
- C. Interviews
- D. Focus groups

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

Surveys are the most efficient method to measure employee satisfaction because they can quickly collect data from a large number of employees in a standardized, anonymous, and scalable way. They allow for quantitative analysis (e.g., through Likert scales) and can cover a broad range of topics like job satisfaction, engagement, and workplace culture.

* Option A (Observation): Observation is subjective, time-consuming, and impractical for large groups, making it inefficient.

* Option B (Interviews): Interviews provide in-depth insights but are time-intensive and not scalable for large organizations.

* Option C (Surveys): Correct, as surveys are efficient, cost-effective, and can reach all employees while maintaining anonymity to encourage honest feedback.

NEW QUESTION # 107

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