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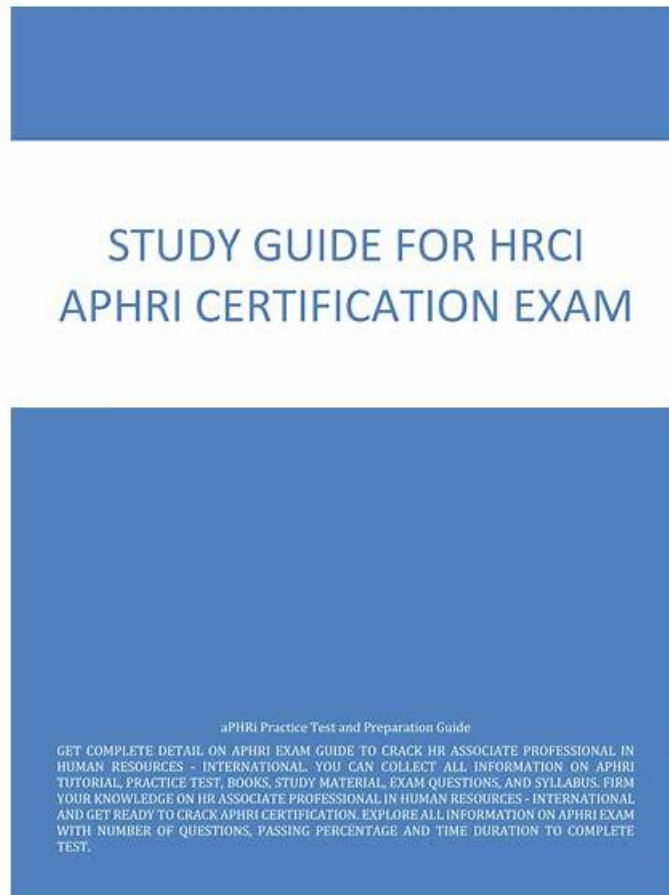
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HRCI aPHRi Certification Exam covers a range of HR topics such as talent acquisition, employee relations, benefits, compensation, and employment law. aPHRi exam is computer-based and consists of 100 multiple-choice questions that must be completed within two hours. aPHRi exam is available in English and is offered at testing centers around the world.

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HRCI Associate Professional in Human Resources - International Sample Questions (Q172-Q177):

NEW QUESTION # 172
Which reporting technique is best used for displaying the distribution of a single numerical variable over a range of values?

- A. Pie charts, which are useful for showing parts of a whole
- B. Histograms, which are ideal for displaying the distribution of a numerical variable
- C. Scatter plots, which display correlations between two variables
- D. Line graphs, which display trends over periods of time

Answer: B

Explanation:
Histograms are ideal for displaying the distribution of a numerical variable because they show the frequency of data points within specified ranges. This helps in understanding the spread and concentration of values.

NEW QUESTION # 173
John, an employee, has suffered an injury at work and needs to file an insurance claim. He gathers all medical reports, receipts, and fills out the claim form before submitting it to the insurance provider. What is this process called?

- A. Evaluating an insurance claim
- B. Processing an insurance claim
- C. Filing an insurance claim
- D. Authorizing an insurance claim

Answer: C

Explanation:
Filing an insurance claim involves gathering all necessary documents, such as medical reports and receipts, and filling out the claim form correctly before submitting it to the insurance provider, as John did in his process.

NEW QUESTION # 174
Which of the following should HR do to prepare to interview a candidate?

- A. Share resumes with the hiring manager
- B. Review the candidate's resume
- C. Screen applications for relevant experience
- D. Produce a job description

Answer: B

Explanation:
Comprehensive and Detailed in Depth Explanation:
To prepare for an interview, HR should review the candidate's resume to understand their background, skills, and experience. This allows HR to ask relevant questions and assess the candidate's fit for the role.
* Option A (Produce a job description):This is done before recruitment begins, not during interview preparation.
* Option B (Review the candidate's resume):Correct, as it is a key step in preparing for the interview.
* Option C (Share resumes with the hiring manager):This may be part of the process, but it is not HR's direct preparation for the interview.

NEW QUESTION # 175

A situation where an employee is removed from their job with an organization due to unsatisfactory performance or economic downturn is described as:

- A. Job placement
- B. Involuntary termination
- C. Employer retaliation
- D. External transfer

Answer: B

Explanation:
Comprehensive and Detailed in Depth Explanation:
Involuntary termination occurs when an employee is removed from their job by the employer, typically due to reasons such as unsatisfactory performance, misconduct, or external factors like an economic downturn leading to layoffs. This is distinct from voluntary termination, where the employee chooses to leave (e.g., resignation). In the aPHRi framework, involuntary termination is a key concept under employee relations and offboarding processes, as it involves legal and procedural considerations to ensure fairness and compliance with labor laws.
* Option A (Job placement):This refers to assigning an employee to a new role, often as part of recruitment or internal mobility, not termination.
* Option B (External transfer):This involves moving an employee to another organization or location, typically with mutual agreement, not termination.
* Option C (Employer retaliation):This is an illegal act where an employer punishes an employee for engaging in protected activities (e.g., whistleblowing), which is not the scenario described.

NEW QUESTION # 176
A job evaluation that compares salary to external factors is known as:

- A. Content-based
- B. Ranking
- C. Pay grade
- D. Market-based

Answer: D

Explanation:
Comprehensive and Detailed in Depth Explanation:
Job evaluation is the process of determining the relative worth of jobs within an organization to establish fair pay structures. A market-based job evaluation compares the salary of a position to external market data (e.g., industry benchmarks) to ensure competitiveness.
* Option A (Ranking):The ranking method involves ordering jobs from highest to lowest value within the organization, not comparing to external factors.
* Option B (Pay grade):Pay grades are salary ranges assigned to jobs, not a method of evaluation.
* Option C (Market-based):Correct, as this method directly compares salaries to external market rates to determine job value.

NEW QUESTION # 177
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