

# Valid free aPHRi test questions and answers, HRCI aPHRi practice test

## STUDY GUIDE FOR HRCI APHRI CERTIFICATION EXAM



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HRCI aPHRi (Associate Professional in Human Resources - International) Certification Exam is a globally recognized certification for individuals who are new to the field of human resources or are in the early stages of their career. The aPHRi certification is designed to validate foundational knowledge and skills in HR practices and principles that are essential for a successful career in this field. The aPHRi exam covers a range of topics, including HR operations, recruitment and selection, employee relations, compensation and benefits, and HR development.

The aPHRi certification exam covers foundational knowledge in the field of HR, including topics such as HR operations, recruitment and selection, compensation and benefits, employee relations, and HR technology. aPHRi Exam consists of 100 multiple-choice questions and is administered in a computer-based format. aPHRi exam is designed to test the candidate's knowledge of HR principles and best practices.

The aPHRi certification is also designed to be globally recognized. This means that HR professionals who obtain this certification can demonstrate their knowledge and skills to potential employers and clients around the world. Additionally, the aPHRi certification is specifically designed for HR professionals who are working in an international context, which means that it covers topics that are relevant to HR professionals working in a global environment.

## Pass Guaranteed 2026 Pass-Sure HRCI Test aPHRi Cram

This confusion leads to choosing outdated material and ultimately failure in the test. The best way to avoid failure is using updated and real questions. RealValidExam has come up with real HRCI aPHRi Questions for students so they can pass Associate Professional in Human Resources - International (aPHRi) exam in a single try and get to their destination. RealValidExam has made this study material after consulting with the professionals and getting their positive feedback.

### HRCI Associate Professional in Human Resources - International Sample Questions (Q68-Q73):

#### NEW QUESTION # 68

Which of the following are common objectives for training and development programs? (Select TWO options.)

- A. Tracking hiring success and retention rates of employees
- B. Stopping employees from being unionized
- C. **Enhancing existing knowledge, skills, and performance capabilities of employees**
- D. Encouraging respect for the HR team
- E. **Promoting individual improvement and career advancement of employees**

**Answer: C,E**

Explanation:

Comprehensive and Detailed in Depth Explanation:

Training and development programs aim to improve employee performance and support their growth within the organization.

- \* Option A (Encouraging respect for the HR team): This is not a common objective of training programs.
- \* Option B (Stopping employees from being unionized): This is not an appropriate or ethical training objective.
- \* Option C (Tracking hiring success and retention rates of employees): This is an HR metric, not a training objective.
- \* Option D (Promoting individual improvement and career advancement of employees): Correct, as training often focuses on career development.

#### NEW QUESTION # 69

Which of the following job evaluation methods arranges jobs in order by value in the organization?

- A. **Ranking method**
- B. Point method
- C. Classification method
- D. Factor comparison method

**Answer: A**

Explanation:

Comprehensive and Detailed in Depth Explanation:

The ranking method of job evaluation involves arranging jobs in order of their relative value or importance to the organization, from highest to lowest. It is a simple, qualitative approach often used in smaller organizations.

- \* Option A (Point method): This assigns points to jobs based on factors like skill and responsibility, not a direct ranking.
- \* Option B (Ranking method): Correct, as it directly orders jobs by value.
- \* Option C (Classification method): This groups jobs into predefined categories or grades, not a ranking.

Reference: aPHRi knowledge domain - Compensation and Benefits: Job evaluation methods, including the ranking method.

#### NEW QUESTION # 70

Regularly updating an applicant database helps to \_\_\_\_\_.

- A. Enhance team collaboration
- B. **Ensure data accuracy and relevance**

- C. Improve workplace culture
- D. Reduce time-to-hire metrics

**Answer: B**

Explanation:

Regularly updating an applicant database helps to ensure data accuracy and relevance. By keeping the database current, HR professionals can quickly access the most relevant candidate information and improve the efficiency of the hiring process.

**NEW QUESTION # 71**

A database of candidates' profiles that can be used to recruit is called:

- A. Key talent
- B. Shortlist
- C. Talent pool
- D. Job ranking

**Answer: C**

Explanation:

Comprehensive and Detailed in Depth Explanation:

A talent pool is a database of candidate profiles (e.g., resumes, applications) that an organization maintains to source potential hires for future roles. It allows HR to proactively build a pipeline of candidates for recruitment needs.

\* Option A (Key talent): This refers to high-potential employees within the organization, not a database of external candidates.

\* Option B (Job ranking): This is a job evaluation method, not related to candidate databases.

\* Option C (Shortlist): A shortlist is a smaller group of candidates selected for a specific role, not a broad database.

**NEW QUESTION # 72**

Fill in the blank: Before starting employment, international candidates often need to secure \_\_\_\_\_ to work legally in the host country.

- A. Tax forms
- B. Work authorization
- C. Health insurance
- D. Job offers

**Answer: B**

Explanation:

Before starting employment, international candidates often need to secure work authorization to work legally in the host country, ensuring they meet legal requirements.

**NEW QUESTION # 73**

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