

# aPHRi Examsfragen - aPHRi Originale Fragen



## aPHRi™ SAMPLE EXAM ITEMS

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### ITEM 1

The structure of an organization is usually described in the form of an organization chart as a means to describe internal:

- A. chain of command.
- B. working structure.
- C. processes and procedures.
- D. interaction between people.

### ITEM 2

The main reason exit interview information should be kept separate from personnel files is:

- A. legal reasons.
- B. confidentiality.
- C. reliability.
- D. company policy.

### ITEM 3

An employee filed a complaint about another employee and is now contacting HR to find out if and how the other person was disciplined. What is the main reason why the HR administrator should not give out that information?

- A. Bias
- B. Privacy
- C. Retaliation
- D. Legal

### ITEM 4

Which of the following barriers cause individuals to interpret the same communication differently, depending on previous experiences?

- A. Frames of reference
- B. Selective listening
- C. Value judgements
- D. Source credibility

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Übrigens, Sie können die vollständige Version der ZertSoft aPHRi Prüfungsfragen aus dem Cloud-Speicher herunterladen:  
[https://drive.google.com/open?id=1zeaE-B\\_r1iG2RSbsAesMw\\_Kt033XM4fC](https://drive.google.com/open?id=1zeaE-B_r1iG2RSbsAesMw_Kt033XM4fC)

Solange Sie die Prüfung benötigen, können wir jederzeit die Schulungsunterlagen zur HRCI aPHRi Zertifizierungsprüfung aktualisieren, um Ihre Prüfungsbedürfnisse abzudecken. Die Schulungsunterlagen von ZertSoft enthalten viele Übungsfragen und Antworten zur HRCI aPHRi Zertifizierungsprüfung und geben Ihnen eine 100%-Pass-Garantie. Mit unseren Schulungsunterlagen können Sie sich besser auf Ihre aPHRi Prüfung vorbereiten. Außerdem bieten wir Ihnen einen einjährigen kostenlosen Update-Service.

Die aPHRi-Zertifizierungsprüfung von HRCI wird weltweit anerkannt und ist daher ein wertvolles Asset für Fachleute, die eine Karriere im Bereich Human Resources anstreben. Die Zertifizierungsprüfung eignet sich ideal für Personen mit begrenzter Branchenerfahrung oder für diejenigen, die in den Bereich Human Resources wechseln möchten. Die Prüfung bewertet die Kompetenz des Kandidaten in Bereichen wie HR-Regulierungen und Gesetzen, Talentakquise, Mitarbeiterbeziehungen sowie Vergütung und Benefits. Die Kandidaten müssen die Prüfung innerhalb von zwei Stunden bestehen und die Bestehensnote wird durch einen skalierten Bewertungsprozess bestimmt, abhängig von der Schwierigkeit der Prüfungsfragen.

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## aPHRi Originale Fragen - aPHRi Übungsmaterialien

Um die HRCI aPHRi Zertifizierungsprüfung zu bestehen, brauchen Sie viel Zeit und Energie. Dabei müssen Sie auch großes Risiko tragen. Wenn Sie ZertSoft wählen, können Sie mit wenigem Geld die HRCI aPHRi Prüfung einmal bestehen. Ich meine, dass ZertSoft heutzutage die beste Wahl für Sie ist, wo die Zeit sehr geschätzt wird. Außerdem ist ZertSoft eine der vielen Websites, die

Ihnen einen bestmöglichen Garant bietet. Wenn Sie ZertSoft wählen, kommt der Erfolg auf Sie zu.

## HRCI Associate Professional in Human Resources - International aPHRI Prüfungsfragen mit Lösungen (Q117-Q122):

### 117. Frage

A key indicator of an engaged employee is:

- A. Attending meetings regularly
- **B. Alignment with organizational goals**
- C. Achieving minimum targets
- D. Socializing with colleagues

**Antwort: B**

Begründung:

Comprehensive and Detailed in Depth Explanation:

An engaged employee is one who is committed to their work and the organization's success. A key indicator of engagement is alignment with organizational goals, as it shows the employee understands and actively supports the company's mission and objectives.

\* Option A (Socializing with colleagues): While this may indicate a positive work environment, it is not a key indicator of engagement.

\* Option B (Achieving minimum targets): This reflects basic performance, not engagement.

\* Option C (Attending meetings regularly): Attendance is a compliance measure, not a sign of engagement.

### 118. Frage

Core competencies are descriptions of behaviors and success criteria that are unique to a(n):

- A. Business model
- B. Department
- C. Employee
- **D. Position**

**Antwort: D**

Begründung:

Comprehensive and Detailed in Depth Explanation:

Core competencies in HR refer to the specific skills, behaviors, and success criteria required for a particular position to ensure effective performance. They are unique to the role and help define what is needed to succeed in that job, often used in recruitment, performance management, and training.

\* Option A (Position): Correct, as core competencies are defined for specific roles to outline required skills and behaviors.

\* Option B (Employee): Competencies are tied to roles, not individual employees, though employees may develop them.

\* Option C (Department): Competencies may vary within a department across different roles, so this is too broad.

Reference: aPHRI knowledge domain - Talent Development: Defining core competencies for positions to support performance.

### 119. Frage

Choose the correct incentive plan for each of the examples.

□

**Antwort:**

Begründung:

□  
Explanation:

Short-term Incentive # Pay for quarterly achievements

\* Explanation: These rewards are tied to short-term goals and frequent performance evaluations.

Long-term Incentive # Encourage sense of ownership

\* Explanation: Long-term incentives like profit-sharing or equity grants create a connection to the organization's success over time.

Short-term Incentive # Pay for complexity of work

\* Explanation: These are immediate rewards based on task difficulty.

Long-term Incentive # Provide stock options with a vesting schedule

\* Explanation: Vesting schedules reward employees for staying with the company long-term while aligning with corporate success.

References:

Society for Human Resource Management (SHRM), "Incentive Compensation: Short-term vs Long-term" (2022).

WorldatWork, "Equity Compensation and Long-term Incentives" (2021).

Chartered Institute of Personnel and Development (CIPD), "Performance-based Compensation" (2023).

SHRM, "Guide to Stock Option Plans" (2022).

International Labour Organization (ILO), "Compensation Structures and Strategies" (2022).

### 120. Frage

Which of the following is a document that outlines an organization's policies on legal and ethical standards?

- A. Standard operating procedure
- **B. Code of conduct**
- C. Conflict of interest
- D. Confidentially agreement

**Antwort: B**

Begründung:

A Code of Conduct outlines an organization's policies on legal and ethical standards, defining acceptable behaviors and guiding employees in decision-making.

\* Explanation of Other Options:

\* B. Conflict of interest: Focuses on situations where personal interests may conflict with organizational goals but is part of the broader code of conduct.

\* C. Confidentiality agreement: A legal document ensuring sensitive information is protected, but it doesn't cover comprehensive ethical guidelines.

\* D. Standard operating procedure: Describes step-by-step workflows, unrelated to legal/ethical standards.

### 121. Frage

Which of the following functions is most commonly outsourced?

- **A. Recruitment**
- B. Performance management
- C. Communication
- D. Selection

**Antwort: A**

Begründung:

Comprehensive and Detailed in Depth Explanation:

Outsourcing in HR involves delegating specific functions to external vendors to improve efficiency, reduce costs, or access specialized expertise. Recruitment is one of the most commonly outsourced HR functions because it can be time-intensive, and external agencies often have access to larger talent pools, advanced sourcing tools, and expertise in candidate screening.

\* Option A (Communication): Internal communication is rarely outsourced, as it requires deep knowledge of the organization's culture and operations.

\* Option B (Performance management): This is typically handled internally to ensure alignment with organizational goals and culture, though some aspects (e.g., software) may be supported externally.

\* Option C (Selection): Selection (final hiring decisions) is usually kept in-house to ensure the right cultural fit, though parts of the process may be supported by external tools.

Reference: aPHRi knowledge domain - HR Operations: Outsourcing HR functions, with recruitment as a common example.

### 122. Frage

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Viel Zeit und Geld auszugeben ist nicht so gut als eine richtige Methode auszuwählen. Wenn Sie jetzt auf die HRCI aPHRi Prüfung vorbereiten, dann ist die Software, die vom Team der ZertSoft hergestellt wird, ist Ihre beste Wahl. Unser Ziel ist sehr einfach, dass Sie die HRCI aPHRi Prüfung bestehen. Wenn das Ziel nicht erreicht wird, bieten wir Ihnen volle Rückerstattung, um ein Teil Ihres

