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cope with the exam this time. Good luck.

The aPHRi certification exam is an excellent way for individuals to demonstrate their knowledge and understanding of HR practices, laws, and regulations. It is an entry-level certification that is suitable for individuals who are new to the HR profession or those who are transitioning from a non-HR role to an HR position. aPHRi exam covers six functional areas of HR, and its successful completion can lead to better job opportunities and higher salaries.

The aPHRi certification exam covers various vital topics in human resources, including compliance, talent acquisition, employee relations, compensation and benefits, and HR operations. aPHRi Exam assesses an individual's knowledge and skills in these areas and evaluates their ability to apply these concepts in real-world situations. Candidates who successfully pass the exam demonstrate a strong foundation in HR principles and are well-equipped to take on entry-level roles in HR.

## **HRCI Associate Professional in Human Resources - International Sample Questions (Q72-Q77):**

### **NEW QUESTION # 72**

In a given year, there were 10 injuries recorded in a population of 200 employees. The incident rate in this organization is \_\_\_\_\_%.

**Answer:**

Explanation:

5%

Explanation:

Comprehensive and Detailed in Depth Explanation:

The incident rate (or injury rate) is calculated as the number of incidents (injuries) per 100 employees. The formula is:

Incident rate = (Number of injuries ÷ Total employees) × 100.

Given: Number of injuries = 10, Total employees = 200.

Incident rate = (10 ÷ 200) × 100 = 0.05 × 100 = 5%.

Thus, the incident rate is 5%. This metric is commonly used in HR to assess workplace safety and compliance with occupational health standards.

Reference: aPHRi knowledge domain - HR Operations: Calculating workplace safety metrics, such as incident rates.

### **NEW QUESTION # 73**

An employee who has come to a time where there is little or no possibility of promotion has reached a(n):

- **A. Career plateau**
- B. Vesting cliff
- C. Dual career ladder
- D. Employment conflict

**Answer: A**

Explanation:

Comprehensive and Detailed in Depth Explanation:

A career plateau occurs when an employee reaches a point in their career where there is little or no opportunity for further promotion or advancement, often due to organizational structure, lack of openings, or the employee's current skill level. This can impact motivation and requires HR to provide alternative development opportunities.

\* Option A (Dual career ladder): This is a system allowing employees to advance in technical or managerial tracks, not a lack of promotion.

\* Option B (Career plateau): Correct, as it describes the situation where promotion opportunities are limited.

\* Option C (Employment conflict): This refers to disputes or issues in the workplace, not a lack of promotion.

### **NEW QUESTION # 74**

A multinational firm is aiming to enhance its use of exit interviews. How should the HR department approach this task to gather meaningful feedback and improve employee retention?

- A. Conduct interviews solely with voluntary participants.
- B. Use only numerical ratings to evaluate responses.
- **C. Analyze trends and identify common themes from the feedback.**

- D. Ignore feedback that does not align with management's views.

**Answer: C**

Explanation:

Analyzing trends and identifying common themes from the feedback gathered in exit interviews helps HR understand underlying issues and develop strategies to improve employee retention and overall job satisfaction.

#### NEW QUESTION # 75

John has completed his resignation formalities, but he hasn't yet returned his company laptop and keyboard. According to off-boarding best practices, what should be the next step?

- A. Escalate the issue to HR.
- B. Deactivate John's access to company systems.
- C. Contact John to remind him to return the items.
- D. Deduct the cost of unreturned items from John's final paycheck.

**Answer: C**

Explanation:

Contacting John to remind him to return the items is the next step according to off-boarding best practices. This ensures that the company retrieves its property and avoids potential security risks associated with unreturned assets.

#### NEW QUESTION # 76

\_\_\_\_\_ is a critical purpose of HRIS that ensures accurate tracking and management of employee performance, attendance, and other key metrics.

- A. Facilitating team collaboration and project management activities
- B. Tracking employee attendance and leave management
- C. Providing real-time data analytics and reporting capabilities for HR metrics
- D. Monitoring employee performance through regular appraisals

**Answer: C**

Explanation:

Providing real-time data analytics and reporting capabilities is a critical purpose of HRIS. This functionality allows HR professionals to track and manage key metrics like performance and attendance accurately and promptly.

#### NEW QUESTION # 77

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