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1

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HRCI aPHRi (Associate Professional in Human Resources - International) Exam is designed for those who are just starting their

career in the field of HR. It is a globally recognized certification that validates your knowledge and skills in the field of HR. Associate Professional in Human Resources - International certification is ideal for those who are looking to start their career in HR, whether they are fresh out of college or looking for a career change. The aPHRi Certification demonstrates your commitment to the HR profession and your willingness to learn and grow.

HRCI Associate Professional in Human Resources - International Sample Questions (Q167-Q172):

NEW QUESTION # 167

During an annual safety inspection, several hazards were identified in the warehouse. What should be the first step in addressing these hazards?

- A. Schedule another inspection to re-evaluate the hazards.
- **B. Prioritize the identified hazards and implement corrective actions immediately.**
- C. Hire an external consultant to assess the hazards.
- D. Conduct a staff meeting to discuss the hazards.

Answer: B

Explanation:

Prioritizing the identified hazards and implementing corrective actions immediately should be the first step in addressing hazards found during a safety inspection. This approach ensures that the most serious risks are mitigated quickly, protecting employee safety and health.

NEW QUESTION # 168

Which of the following is an example of downward communication in an organization?

- **A. Bluefin announcement**
- B. Suggestion box
- C. Satisfaction survey
- D. Grievance procedure

Answer: A

Explanation:

Definition of Downward Communication:

* Downward communication refers to information flow from higher levels of management to lower levels in an organization, such as instructions, policies, or announcements.

Why Bulletin Announcement is Correct:

* A bulletin announcement is a direct example of downward communication, where information is passed from management to employees.

Eliminating Incorrect Options:

* A. Satisfaction survey: Reflects upward communication (feedback from employees).

* B. Grievance procedure: Typically an upward or lateral communication process.

* C. Suggestion box: Represents upward communication (employee suggestions).

International HR References:

* SHRM Organizational Communication Resources: Highlights downward communication tools such as announcements.

NEW QUESTION # 169

The continuous process of identifying, assessing, and developing organizational leadership to enhance performance is called:

- A. Global assignment
- B. Workforce monitoring
- **C. Succession planning**
- D. Job rotation

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

Succession planning is the ongoing process of identifying, assessing, and developing employees to fill key leadership roles in the future. It ensures the organization has a pipeline of talent to enhance performance and maintain continuity.

* Option A (Job rotation): This involves moving employees between jobs for development, not leadership planning.

* Option B (Global assignment): This is an international work assignment, not leadership development.

* Option C (Succession planning): Correct, as it focuses on preparing leaders for future roles.

Reference: aPHRi knowledge domain - Talent Development: Succession planning for leadership continuity.

NEW QUESTION # 170

Which measure should a company implement to protect against material damage?

- **A. Installing surveillance cameras and alarm systems.**
- B. Scheduling monthly office parties.
- C. Encouraging employees to bring personal devices.
- D. Using minimal security measures to reduce costs.

Answer: A

Explanation:

Installing surveillance cameras and alarm systems is crucial for protecting against material damage. These measures deter potential vandals or thieves and provide a means to monitor and respond to security incidents in real time.

NEW QUESTION # 171

Collecting human resource metrics is the process organizations use to:

- A. Increase company revenue
- B. Meet staffing requirements
- C. Market their brand image
- **D. Evaluate specific practices**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

HR metrics are data points (e.g., turnover rate, time to hire) used to measure the effectiveness of HR practices and processes.

Collecting these metrics allows organizations to evaluate specific practices, identify areas for improvement, and make data-driven decisions.

* Option A (Evaluate specific practices): Correct, as HR metrics are used to assess the impact of HR activities.

* Option B (Market their brand image): Metrics are internal tools, not for marketing.

* Option C (Increase company revenue): Metrics may indirectly support revenue goals, but this is not their primary purpose.

NEW QUESTION # 172

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