

# New aPHRi Exam Question - Pdf aPHRi Dumps



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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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Human resources is an integral component of any organization, responsible for managing the workforce and ensuring that employees are effectively utilized for organizational growth. As the field of HR continues to evolve, employers are increasingly seeking

candidates with professional certifications to demonstrate their knowledge and expertise. One such certification is the Associate Professional in Human Resources – International (aPHRI), offered by the HR Certification Institute (HRCI).

## **HRCI Associate Professional in Human Resources - International Sample Questions (Q108-Q113):**

### **NEW QUESTION # 108**

A salary raise that is given as a reward for outstanding performance is called a(n):

- A. Bonus
- **B. Merit increase**
- C. Commission
- D. Annual increase

**Answer: B**

Explanation:

Comprehensive and Detailed in Depth Explanation:

A merit increase is a salary raise given to an employee as a reward for outstanding performance, typically determined through a performance evaluation. It is a permanent adjustment to the employee's base salary, reflecting their contributions to the organization.

\* Option A (Bonus): A bonus is a one-time payment, not a permanent salary increase.

\* Option B (Merit increase): Correct, as it is a performance-based salary raise.

\* Option C (Annual increase): This is a standard raise given to all employees, not tied to performance.

Reference: aPHRI knowledge domain - Compensation and Benefits: Types of salary adjustments, including merit increases.=====

### **NEW QUESTION # 109**

Which factor is most likely to have a positive impact on employee retention?

- **A. Competitive pay**
- B. Comfortable workspace
- C. Preferential treatment
- D. Casual dress code

**Answer: A**

Explanation:

Comprehensive and Detailed in Depth Explanation:

Competitive pay is a critical factor in employee retention because it ensures employees feel fairly compensated for their work, reducing the likelihood of them seeking better-paying opportunities elsewhere.

Pay is a primary driver of job satisfaction and loyalty.

\* Option A (Competitive pay): Correct, as it directly addresses a key reason employees stay or leave.

\* Option B (Casual dress code): While appreciated, a dress code has a smaller impact on retention compared to pay.

\* Option C (Preferential treatment): This can lead to unfairness and actually decrease retention by causing resentment.

### **NEW QUESTION # 110**

When an employee's pay falls below the minimum salary set for the position, this is known as:

- A. Leading the market
- **B. Green-circle rate**
- C. Red-circle rate
- D. Lagging the market

**Answer: B**

Explanation:

Comprehensive and Detailed in Depth Explanation:

A green-circle rate refers to a situation where an employee's pay is below the minimum salary range established for their position.

This often occurs with new hires or after a salary range adjustment, indicating the employee is underpaid relative to the role's market.

value.

\* Option A (Red-circle rate): This is when an employee's pay is above the maximum salary range for their position, the opposite of the scenario.

\* Option B (Green-circle rate): Correct, as it describes pay below the minimum range.

\* Option C (Lagging the market): This means the organization's overall pay is below market rates, not specific to an individual's salary range.

### NEW QUESTION # 111

Which of the following is the best way to ensure compliance with employment laws?

- **A. HR audit**
- B. Performance intervention
- C. Performance evaluation
- D. HR survey

**Answer: A**

Explanation:

Comprehensive and Detailed in Depth Explanation:

An HR audit is a comprehensive review of an organization's HR policies, practices, and procedures to ensure compliance with employment laws and regulations. It identifies gaps, ensures adherence to legal standards (e.g., wage laws, anti-discrimination laws), and mitigates risks.

\* Option A (Performance intervention): This addresses individual performance issues, not legal compliance.

\* Option B (HR survey): Surveys collect employee feedback, not directly ensure legal compliance.

\* Option C (Performance evaluation): This assesses employee performance, not compliance with laws.

Reference: aPHRi knowledge domain - HR Operations: Conducting HR audits to ensure legal compliance.

### NEW QUESTION # 112

When considering intercultural awareness in communication, it is important to understand \_\_\_\_\_.

- A. Company policies
- B. Job titles and roles
- C. Organizational structure
- **D. Cultural differences**

**Answer: D**

Explanation:

Understanding cultural differences is crucial when considering intercultural awareness in communication. This knowledge helps in adapting communication styles to respect and effectively interact with people from diverse backgrounds.

### NEW QUESTION # 113

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