

HRCI aPHRi

**HRCI HR ASSOCIATE PROFESSIONAL IN HUMAN RESOURCES -
INTERNATIONAL CERTIFICATION QUESTIONS & ANSWERS**

Details of the Exam-Syllabus-Questions

APHRI

HRCI Associate Professional in Human Resources - International (aPHRi)

90 Questions Exam – 71% Cut Score

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Get an Overview of the aPHRi Certification:

Who should take the [aPHRi exam](#)? This is the first question that comes to a candidate's mind when preparing for the HR Associate Professional in Human Resources - International certification. The aPHRi certification is suitable for candidates who are keen to earn knowledge on the Knowledge Certification and grab their HRCI Associate Professional in Human Resources - International (aPHRi). When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But aPHRi study guide PDF is here to solve the problem. aPHRi PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

Why Should You Earn the HRCI aPHRi Certification?

There are several reasons why one should grab the aPHRi certification.

- The HR Associate Professional in Human Resources - International certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [HRCI Associate Professional in Human Resources - International \(aPHRi\)](#) is a powerful qualification for a prosperous career.

What Is the HRCI aPHRi HR Associate Professional in Human Resources - International Certification Exam Structure?

Exam Name	HRCI Associate Professional in Human Resources - International
Exam Code	aPHRi
Exam Fee	USD \$300
Application Fee	USD \$100
Exam Duration	105 Minutes plus 30 Minutes administration time
Number of Questions	90
Passing Score	71%
Format	Multiple Choice Questions
Schedule Exam	Pearson VUE
Sample Questions	HRCI HR Associate Professional in Human Resources - International Exam Sample Questions and Answers
Practice Exam	HRCI Associate Professional in Human Resources - International (aPHRi) Practice Test

Enhance Knowledge with aPHRi Sample Questions:

Question: 1

Which employment law prohibits discrimination based on race, color, religion, sex, or national origin in the United States?

- a) Americans with Disabilities Act (ADA)
- b) Family and Medical Leave Act (FMLA)
- c) Civil Rights Act of 1964
- d) Occupational Safety and Health Act (OSHA)

Answer: c

Question: 2

Which benefit helps employees save money on healthcare expenses by allowing them to set aside pre-tax funds?

- a) Health Savings Account (HSA)
- b) Life Insurance
- c) Disability Insurance
- d) Vision Coverage

Answer: a

Question: 3

What is the term for the process of evaluating job applicants' skills, knowledge, and suitability for a position?

- a) Job Analysis
- b) Performance Appraisal
- c) Onboarding
- d) Selection

Answer: d

Question: 4

In employee relations, what does the term "whistleblowing" refer to?

- a) Encouraging team-building activities
- b) Reporting unethical behavior within the organization
- c) Conducting exit interviews
- d) Negotiating labor union contracts

Answer: b

Question: 5

Which type of development focuses on helping employees adapt to new roles or responsibilities within the organization?

- a) Career Development
- b) Leadership Development
- c) Onboarding
- d) Succession Planning

Answer: a

Question: 6

What process involves matching employee skills with job requirements to ensure the right person is in the right role?

- a) Performance Appraisal
- b) Job Analysis
- c) Succession Planning
- d) Job Matching

Answer: b

Question: 7

Which HR process involves identifying and preparing employees to potentially fill key positions in the organization?

- a) Talent Acquisition
- b) Succession Planning
- c) Performance Management
- d) Compensation Planning

Answer: b

Question: 8

Which type of training focuses on improving employees' interpersonal skills and teamwork?

- a) Technical Training
- b) Compliance Training
- c) Diversity Training
- d) Soft Skills Training

Answer: d

Question: 9

What is the role of an HRIS (Human Resources Information System) in HR operations?

- a) Conducting employee performance appraisals
- b) Managing employee training programs
- c) Storing and managing HR-related data and information
- d) Developing employee compensation strategies

Answer: c

Question: 10

What type of training focuses on ensuring employees comply with industry regulations and company policies?

- a) Soft Skills Training
- b) Diversity Training
- c) Compliance Training
- d) Technical Training

Answer: c

What Study Guide Works Best in Acing the HRCI aPHRi HR Associate Professional in Human Resources - International Certification?

The aPHRi study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the HR Associate Professional in Human Resources - International exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

Get Expert Advice from the Training:

Do not forget to join the HRCI aPHRi training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

Get Access to the PDF Sample Questions:

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

Avoid Dumps and Utilize the HRCI aPHRi Practice Test:

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, aPHRi practice tests always stand out to be the better choice than dumps PDF.

Avail the Proven aPHRi Practice Test for Success!!!

Do you want to pass the aPHRi exam on your first attempt? Stop worrying; we, ProcessExam.com are here to provide you the best experience during your HRCI Associate Professional in Human Resources - International preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [aPHRi practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.