

# HRCI aPHR

**HRCI HR ASSOCIATE PROFESSIONAL CERTIFICATION QUESTIONS & ANSWERS**

**Details of the Exam-Syllabus-Questions**

**APHR**

**HRCI Associate Professional in Human Resources (aPHR)**

**90 Questions Exam – 74% Cut Score**

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## Get an Overview of the aPHR Certification:

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

## Why Should You Earn the HRCI aPHR Certification?

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

- The HR Associate Professional 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 \(aPHR\)](#) is a powerful qualification for a prosperous career.

## What Is the HRCI aPHR HR Associate Professional Certification Exam Structure?

<b>Exam Name</b>	HRCI Associate Professional in Human Resources
<b>Exam Code</b>	aPHR
<b>Exam Fee</b>	USD \$300
<b>Application Fee</b>	USD \$100
<b>Exam Duration</b>	105 Minutes plus 30 minutes administration time
<b>Number of Questions</b>	90
<b>Passing Score</b>	74
<b>Format</b>	Multiple Choice Questions
<b>Books / Trainings</b>	<a href="#">Training</a>

<b>Schedule Exam</b>	<a href="#">Pearson VUE</a>
<b>Sample Questions</b>	<a href="#">HRCI HR Associate Professional Exam Sample Questions and Answers</a>
<b>Practice Exam</b>	<a href="#">HRCI Associate Professional in Human Resources (aPHR) Practice Test</a>

## Enhance Knowledge with aPHR Sample Questions:

### Question: 1

If a company opts to change its processes and departments and shifts employees into different departments without terminating or onboarding employees, the company is striving to meet its staffing needs through:

- a) recruitment.
- b) downsizing.
- c) promotions.
- d) job redesign.

**Answer: d**

### Question: 2

Dependent care within an organization is focused on:

- a) creating a flexible work environment.
- b) on-site caregiving services.
- c) a fair absence and vacation policy.
- d) giving employees training options.

**Answer: b**

### Question: 3

Per the contract, an employee works 40 hours per week for half of the year. The employee has been contracted to work in such a way for five years. That employee would be considered a:

- a) part-time temporary employee.
- b) full-time permanent employee.
- c) part-time permanent employee.
- d) full-time temporary employee.

**Answer: d**

**Question: 4**

An employee approaches a peer and reiterates a rumor he heard about a new hire. This type of communication is considered which of the following?

- a) Downward
- b) Grapevine
- c) External
- d) Horizontal

**Answer: b**

**Question: 5**

Which rating method or approach establishes standards based on job analysis and employee behaviors and then establishes point values associated with each criterion?

- a) Forced distribution method
- b) Critical incident method
- c) BARS
- d) FPE

**Answer: c**

**Question: 6**

Employees experiencing management-by-objective may feel more motivated and productive because such a management style:

- a) holds employees accountable and gives them training to ensure they are skilled for their jobs.
- b) requires the use of top-down communication so that employees are fully aware of the goings on in the company.
- c) involves employees in setting company objectives.
- d) establishes bonuses and incentives when employees meet goals.

**Answer: c**

**Question: 7**

A new employee is required to go through an extensive onboarding and training session that lasts two weeks. In providing this employee and others with such a robust introduction to the company and job roles, the company is doing all except which of the following?

- a) Decreasing costs
- b) Increasing productivity
- c) Decreasing anxiety
- d) Increasing turnover

**Answer: d**

**Question: 8**

A person who is traveling to the United States just to visit and does not intend to either work or overstay their visit. This would be an example of a person who should apply for which of the following?

- a) C-Visa
- b) EAD
- c) B-2 Visa
- d) B-1 Visa

**Answer: a****Question: 9**

COBRA is a type of benefit that is:

- a) salaried compensation.
- b) mandatory.
- c) direct compensation.
- d) voluntary.

**Answer: b****Question: 10**

During an annual review, an employee experiences sharp pains in her side. While she tries to stay alert, she misses out on some pertinent information because of:

- a) physiological noise.
- b) semantic noise.
- c) psychological noise.
- d) physical noise.

**Answer: a**

## What Study Guide Works Best in Acing the HRCI aPHR HR Associate Professional Certification?

The aPHR 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 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 aPHR 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 aPHR 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, aPHR practice tests always stand out to be the better choice than dumps PDF.

### **Avail the Proven aPHR Practice Test for Success!!!**

Do you want to pass the aPHR 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 preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [aPHR practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.