



aPHR

HRCI Associate Professional in Human
Resources

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Exam Summary
Syllabus
Questions

Table of Contents

Key to success in aPHR Exam on HRCI Associate Professional in Human Resources 2

HRCI aPHR Certification Details: 2

HRCI aPHR Exam Syllabus:..... 3

aPHR Sample Questions: 3

Answers to aPHR Exam Questions:..... 5

Key to success in aPHR Exam on HRCI Associate Professional in Human Resources

To achieve the professional designation of Associate Professional in Human Resources from the HRCI, candidates must clear the aPHR Exam with the minimum cut-off score. For those who wish to pass the HRCI aPHR certification exam with good percentage, please take a look at the following reference document detailing what should be included in HRCI HR Associate Professional Exam preparation.

The HRCI aPHR Exam Summary, Body of Knowledge (BOK), Sample Question Bank and Practice Exam provide the basis for the real HRCI Associate Professional in Human Resources (aPHR) exam. We have designed these resources to help you get ready to take Associate Professional in Human Resources (aPHR) exam. If you have made the decision to become a certified professional, we suggest you take authorized training and prepare with our online premium [HRCI HR Associate Professional Practice Exam](#) to achieve the best result.

HRCI aPHR Certification Details:

Exam Name	Associate Professional in Human Resources
Exam Code	aPHR
Exam Fee	USD \$350
Application Fee	USD \$100
Exam Duration	135 Minutes
Number of Questions	125
Passing Score	500 / 700
Format	Multiple Choice Questions
Books / Trainings	Preparation
Schedule Exam	PROMETRIC
Sample Questions	HRCI aPHR Exam Sample Questions and Answers
Practice Exam	HRCI Associate Professional in Human Resources (aPHR) Practice Test

HRCI aPHR Exam Syllabus:

Topics	Weights
HR Operations	38%
Employee Relations	16%
Recruitment and Selection	15%
Compensation and Benefits	14%
Human Resources Development and Retention	12%
Health, Safety, and Security	5%

aPHR Sample Questions:

01. The ADDIE model is an acronym that describes the five elements of _____ design.

- a) Interactive
- b) Development
- c) Instructional
- d) Talent management

02. Which of the following terms refers to collapsing multiple pay ranges into a single-wide pay range?

- a) Wide banding
- b) Pay compression
- c) Green circle rates
- d) Broadbanding

03. According to Maslow's hierarchy theory, which need must first be met?

- a) Esteem
- b) Security/safety
- c) Self-actualization
- d) Belonging/loving

04. Which of the following compensates employees who arrive at work but find that no work is available?

- a) On-call pay
- b) Reporting time pay
- c) Premium pay
- d) Travel pay

05. HR metrics are measurements used to determine:

- a) The amount of supplies such as pencils and printer toner to order
- b) How many Disneyland discount tickets to arrange
- c) The value and effectiveness of HR performance such as turnover, training, return on human capital, and expenses per employee
- d) The annual holiday party budget

06. Under the factor comparison method, jobs are evaluated through the use of

- a) Predetermined wage classes
- b) A wage/salary conversion table
- c) A scale based on compensable factors
- d) A comparison with market pricing

07. Progressive discipline policies generally involve multiple levels of:

- a) Management approval before a warning is possible
- b) Increasingly severe disciplinary action
- c) Employee appeal before disciplinary action
- d) Supervisory explanation before approval of a warning

08. A private-sector employer does not have the right to:

- a) Examine the contents of employee lockers and desks
- b) Listen in on customer service representative phone calls with customers
- c) Track drivers of company vehicles using GPS devices
- d) Use cameras in the employee restroom to catch smokers who should not be smoking in the bathroom

09. Employment policies as laid out in the employee handbook can take precedence over union contracts.

- a) If there is a conflict between the union contract and the employer's policies, the contract will always win.
- b) If a conflict arises, then the policy will always prevail.
- c) Whenever there are different provisions in a union contract and employer policy, the differences must be arbitrated to resolution.
- d) It is up to the manager of the unit involved to determine which will be applied in the given situation.

10. Occupational health is:

- a) Using the most current scientific techniques to maintain employee attendance
- b) An ultimate, unrealistic objective set by the government
- c) Unrelated to personal health
- d) A focus on the prevention of hazards in the workplace

Answers to aPHR Exam Questions:

Question: 01 Answer: c	Question: 02 Answer: d	Question: 03 Answer: b	Question: 04 Answer: b	Question: 05 Answer: c
Question: 06 Answer: c	Question: 07 Answer: b	Question: 08 Answer: d	Question: 09 Answer: a	Question: 10 Answer: d

Note: If you find any typo or data entry error in these sample questions, we request you to update us by commenting on this page or write an email on feedback@processexam.com