

APHR Practice Test Questions and Answers

1. What does APHR stand for in human resources certification?

- A) Advanced Professional in Human Resources
- B) Associate Professional in Human Resources
- C) Applied Professional in Human Resources
- D) Accredited Professional in Human Resources

2. Which federal law prohibits employment discrimination based on race, color, religion, sex, or national origin?

- A) Americans with Disabilities Act
- B) Age Discrimination in Employment Act
- C) Title VII of the Civil Rights Act of 1964
- D) Fair Labor Standards Act

3. What is the primary purpose of a job analysis?

- A) To determine employee satisfaction
- B) To identify training needs
- C) To gather information about job duties and requirements
- D) To establish performance goals

4. Which type of interview question is designed to assess how a candidate handled past situations?

- A) Hypothetical questions
- B) Behavioral questions
- C) Stress questions
- D) Factual questions

Answers: 1-B 2-C 3-C 4-B

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