

# aPHR Practice Test Questions and Answers

## 1. A talent pipeline refers to:

- A) A software system for tracking applicants
- B) A pool of qualified candidates ready to fill future roles
- C) A database of current employee salaries
- D) A list of open job requisitions

## 2. What are marketing's four Ps?

- A) Product, price, place, promotion
- B) Product, price, payment, persistence
- C) Promotion, place, position, (market) penetration
- D) Preview, position, price, persuasion

## 3. Career pathing is defined as:

- A) The process of advertising open positions internally
- B) A structured approach that outlines potential advancement routes available to employees
- C) A method for calculating compensation increases
- D) A framework for conducting background checks

## 4. Pay equity analysis is conducted to:

- A) Set the annual HR department budget
- B) Identify and address unexplained wage disparities among employees doing comparable work
- C) Calculate overtime pay for hourly workers
- D) Determine the cost of employee benefits

**Answers: 1-B 2-A 3-B 4-B**

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