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## **HRCI Associate Professional in Human Resources - International Sample**

## Questions (Q37-Q42):

### NEW QUESTION # 37

During his first week, David attends various training sessions that help him understand his job duties and the tools he will use. What part of the onboarding process does this scenario describe?

- A. Conducting team-building activities
- **B. Facilitating training sessions**
- C. Setting up workstations
- D. Introducing key personnel

**Answer: B**

Explanation:

Facilitating training sessions during onboarding helps new employees understand their job duties and the tools they will use, ensuring they are well-prepared to start their work.

### NEW QUESTION # 38

Which of the following is a common work-life balance practice that allows employees to work from a location other than the office?

- **A. Telecommuting**
- B. Overtime pay
- C. Compressed workweek
- D. Job sharing

**Answer: A**

Explanation:

Telecommuting is a common work-life balance practice that allows employees to work from a location other than the office, providing flexibility and reducing commuting time.

### NEW QUESTION # 39

Sarah is responsible for ensuring her company's hiring practices comply with applicable regulations. What should she prioritize to avoid legal issues?

- A. Update job descriptions frequently
- B. Increase diversity initiatives
- **C. Regularly review hiring policies**
- D. Improve job advertisement language

**Answer: C**

Explanation:

Regularly reviewing hiring policies helps ensure compliance with applicable regulations. By keeping policies up to date and aligned with current laws, Sarah can avoid potential legal issues and maintain fair hiring practices.

### NEW QUESTION # 40

Which measure should be prioritized to ensure a rapid response to an incident of employee violence?

- **A. Establishing a clear and accessible reporting system for incidents.**
- B. Implementing flexible work hours.
- C. Scheduling regular team-building activities.
- D. Setting up social events to boost morale.

**Answer: A**

Explanation:

Establishing a clear and accessible reporting system for incidents ensures a rapid response to employee violence. This system allows

employees to report threats or violent behavior quickly and discreetly, enabling timely intervention.

#### NEW QUESTION # 41

What is the first step in a progressive discipline process?

- A. Written warning
- **B. Verbal warning**
- C. Termination
- D. Suspension without pay

**Answer: B**

Explanation:

The first step in a progressive discipline process is a verbal warning. This step serves as an initial notice to the employee about the unacceptable behavior or performance issue, giving them an opportunity to correct it before more severe actions are taken.

#### NEW QUESTION # 42

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