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HRCI Associate Professional in Human Resources - International Sample Questions (Q87-Q92):

NEW QUESTION # 87
The total number of days jobs are open, divided by the total number of jobs available, is the formula used to calculate:

- A. Vacancy costs
- B. Time-to-fill
- C. Yield ratio
- D. Turnover

Answer: B

Explanation:
Definition of Time-to-Fill:
* Time-to-fill measures the number of calendar days it takes to fill a job vacancy, starting from the date the job is posted to the date a candidate accepts the offer.
* Formula: Time-to-Fill=Total Number of Days Jobs Are OpenTotal Number of Jobs Available\text
{Time-to-Fill} = \frac{\text{Total Number of Days Jobs Are Open}}{\text{Total Number of Jobs Available}}Time-to-Fill=Total

Number of Jobs AvailableTotal Number of Days Jobs Are Open Why Time-to-Fill is Correct:
* It is a key recruitment metric used to evaluate the efficiency of the hiring process.
* Lower time-to-fill indicates a streamlined recruitment process, while higher values may suggest bottlenecks or inefficiencies.
Eliminating Incorrect Options:
* A. Turnover: Refers to the rate at which employees leave the organization and is unrelated to job openings.
* C. Yield ratio: Measures the efficiency of recruiting efforts (e.g., percentage of candidates moving from one stage to the next).
* D. Vacancy costs: Refers to financial losses due to unfilled positions, not the time metric.
International HR References:
* SHRM Metrics Toolkit: Highlights the importance of time-to-fill for evaluating recruitment efficiency.
* ISO 30414: Guidelines for human capital reporting, including recruitment metrics like time-to-fill.

NEW QUESTION # 88
Which data compilation tool is most commonly used in HR for managing and analyzing employee data through rows and columns?

* A. Customer relationship management software for client data
* B. Collaboration tools for team communication
* C. Spreadsheets like Microsoft Excel for data management and analysis
* D. Project management software for task tracking

Answer: C

Explanation:
Spreadsheets like Microsoft Excel are most commonly used in HR for managing and analyzing employee data because they allow for easy organization, manipulation, and analysis of data through rows and columns.

NEW QUESTION # 89
Which of the following is a key benefit of using rating scales in performance appraisals?

* A. Allows for more subjective evaluations by managers.
* B. Minimizes the need for detailed performance discussions.
* C. Encourages frequent feedback from peers.
* D. Provides a standardized method for evaluating performance.

Answer: D

Explanation:
Providing a standardized method for evaluating performance helps ensure consistency and fairness in appraisals, making it easier to compare employee performance across different departments and regions.

NEW QUESTION # 90
Compliance with _____ is essential for HR to avoid legal penalties and ensure fair treatment of employees.

* A. marketing strategies and plans
* B. labor laws and regulations
* C. competitive market analysis
* D. customer feedback and surveys

Answer: B

Explanation:
Compliance with labor laws and regulations is essential for HR to avoid legal penalties and ensure fair treatment of employees.
Adhering to these laws protects the organization and its workforce.

NEW QUESTION # 91
Fill in the blank: The calculation and distribution of _____ is an essential part of the off-boarding process.

- A. Company property return.
- B. Personal belongings.
- C. Final salary calculations.
- D. End of service benefits.

Answer: D

Explanation:
The calculation and distribution of end of service benefits is an essential part of the off-boarding process. These benefits often include severance pay, accrued leave, and any other financial entitlements owed to the departing employee.

NEW QUESTION # 92

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