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HRCI Associate Professional in Human Resources - International Sample Questions (Q76-Q81):

NEW QUESTION # 76
What is the most effective strategy for improving employee relations within an organization?

- A. Mandating weekend work for all employees.
- B. Implementing a strict dress code.
- C. Increasing salaries across the board.
- D. Promoting open communication and feedback.

Answer: D

Explanation:
Promoting open communication and feedback is the most effective strategy for improving employee relations within an organization. This approach fosters trust, ensures employees feel heard, and allows management to address concerns proactively.

NEW QUESTION # 77

Which of the following is a key factor to consider when implementing an employee recognition program?

- A. Offering the same reward to all employees regardless of performance.
- B. Establishing rigid and inflexible criteria.
- C. Ensuring the program aligns with company values and culture.
- D. Using informal chats to discuss recognition.

Answer: C

Explanation:
Ensuring the program aligns with company values and culture is a key factor to consider when implementing an employee recognition program. This alignment ensures that the program is relevant and meaningful to employees and supports the organization's mission.

NEW QUESTION # 78

A key indicator of an engaged employee is:

- A. Achieving minimum targets
- B. Attending meetings regularly
- C. Socializing with colleagues
- D. Alignment with organizational goals

Answer: D

Explanation:
Comprehensive and Detailed in Depth Explanation:
An engaged employee is one who is committed to their work and the organization's success. A key indicator of engagement is alignment with organizational goals, as it shows the employee understands and actively supports the company's mission and objectives.
* Option A (Socializing with colleagues):While this may indicate a positive work environment, it is not a key indicator of engagement.
* Option B (Achieving minimum targets):This reflects basic performance, not engagement.
* Option C (Attending meetings regularly):Attendance is a compliance measure, not a sign of engagement.

NEW QUESTION # 79

Tom wants to leverage social media for recruitment. What is the first step he should take to maximize its effectiveness?

- A. Develop a strong employer brand presence
- B. Identify the target audience and platforms
- C. Update the company's social media policies
- D. Create engaging job postings

Answer: A

Explanation:
The first step Tom should take to leverage social media for recruitment is to develop a strong employer brand presence. A well-defined brand on social media attracts potential candidates and portrays the company as an attractive place to work.

NEW QUESTION # 80

An HR manager is tasked with improving the efficiency of employee record management. Which feature of an HRIS should they prioritize?

- A. Centralized storage and management of employee records for easy access
- B. Automating routine HR tasks to save time and reduce errors
- C. Integrating payroll processing with other HR functions
- D. Streamlining recruitment processes to attract top talent

Answer: A

Explanation:
Centralized storage and management of employee records for easy access is a crucial feature of an HRIS. This feature ensures that employee records are well-organized and can be retrieved quickly, improving the efficiency of HR operations.

NEW QUESTION # 81
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