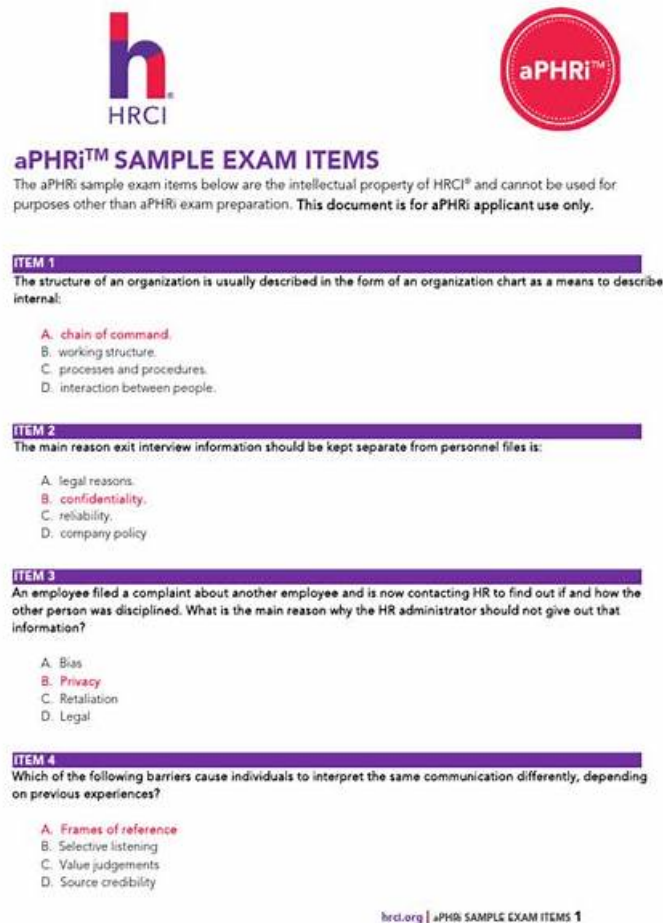


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HRCI Associate Professional in Human Resources - International Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which of the following is a critical aspect of the onboarding process in helping new employees adapt to their roles?

- A. Assigning a mentor or buddy
- **B. Providing a comprehensive training program**
- C. Ensuring completion of administrative tasks
- D. Conducting a tour of the facilities

Answer: B

Explanation:

Providing a comprehensive training program is crucial in the onboarding process to help new employees adapt to their roles effectively and quickly.

NEW QUESTION # 72

An organization's openness to change is an example of its:

- A. Vision
- B. Mission.
- C. Strategic plan
- **D. Core values**

Answer: D

Explanation:

Core Values and Openness to Change:

* Core values represent the fundamental beliefs and guiding principles of an organization.

* Openness to change reflects an organization's adaptability and willingness to embrace innovation, which is an inherent aspect of its core values.

Eliminating Incorrect Options:

* B. Vision: Describes the organization's aspirational future.

* C. Strategic plan: Outlines steps to achieve goals but does not define cultural aspects like openness to change.

* D. Mission: States the organization's purpose, not its adaptability.

International HR References:

* ISO 30414: Emphasizes aligning core values with organizational culture and adaptability.

NEW QUESTION # 73

The skills and behaviors that will help an individual succeed in a specific job are referred to as job:

- A. Specification
- B. Definitions
- C. Enlargement
- **D. competencies**

Answer: D

Explanation:

Job competencies refer to the skills, knowledge, and behaviors required for success in a specific role. They define what is necessary to perform a job effectively.

* Explanation of Other Options:

* A. Definitions: Provides a broad description of a job, not specific skills.

- * B. Specification: Lists qualifications, not behaviors or competencies.
- * C. Enlargement: Refers to increasing the scope of a job, unrelated to skills.

NEW QUESTION # 74

Which practice involves identifying and assessing potential hazards that could harm employees in the workplace?

- A. Incident reporting
- **B. Risk identification**
- C. Employee surveys
- D. Safety training

Answer: B

Explanation:

Risk identification involves recognizing and assessing potential hazards that could harm employees in the workplace. It is a proactive approach to managing workplace safety and preventing injuries or incidents.

NEW QUESTION # 75

Which business function is primarily responsible for managing a company's financial resources and planning for future financial needs?

- A. Human resources
- B. Operations
- **C. Finance**
- D. Marketing

Answer: C

Explanation:

Finance is responsible for managing a company's financial resources and planning for future financial needs. This function ensures that the company has the necessary funds to operate and grow, while also planning for long-term financial stability.

NEW QUESTION # 76

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