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HRCI Associate Professional in Human Resources - International Sample

Questions (Q87-Q92):

NEW QUESTION # 87

high rates of employee absenteeism will have the most impact on:

- A. morale
- B. quality
- C. productivity
- D. efficiency

Answer: C

Explanation:

High rates of employee absenteeism directly reduce the overall workforce availability, which negatively impacts the organization's ability to meet output goals.

* Explanation of Other Options:

* A. Quality: Can be indirectly affected if absenteeism forces untrained staff to perform critical tasks.

* B. Morale: Absenteeism may cause frustration among remaining employees, but productivity is the primary concern.

* C. Efficiency: Efficiency is reduced but is a secondary effect of decreased productivity.

NEW QUESTION # 88

When an employee's pay falls below the minimum salary set for the position, this is known as:

- A. Leading the market
- B. Lagging the market
- C. Green-circle rate
- D. Red-circle rate

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

A green-circle rate refers to a situation where an employee's pay is below the minimum salary range established for their position.

This often occurs with new hires or after a salary range adjustment, indicating the employee is underpaid relative to the role's market value.

* Option A (Red-circle rate): This is when an employee's pay is above the maximum salary range for their position, the opposite of the scenario.

* Option B (Green-circle rate): Correct, as it describes pay below the minimum range.

* Option C (Lagging the market): This means the organization's overall pay is below market rates, not specific to an individual's salary range.

NEW QUESTION # 89

To increase participation in an employee engagement survey, it is most important for it to be:

- A. Relevant
- B. Concise
- C. Confidential
- D. Timely

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

Employee engagement surveys measure employees' feelings about their work environment, leadership, and job satisfaction. To increase participation, the survey must be confidential, ensuring employees feel safe to provide honest feedback without fear of retaliation. Anonymity encourages higher response rates by building trust.

* Option A (Timely): While timing matters, it is not the most critical factor for participation.

* Option B (Concise): A concise survey is helpful, but employees may still not participate if they fear their responses aren't private.

* Option C (Relevant): Relevance ensures meaningful data, but it doesn't directly drive participation.

Reference: aPHRi knowledge domain - Employee Relations: Best practices for conducting employee engagement surveys, emphasizing confidentiality.=====

NEW QUESTION # 90

An organization wants to recognize its top performers publicly. What is the most appropriate way to do this?

- A. Offer monetary bonuses without public acknowledgment.
- B. Provide small, personalized gifts to top performers.
- C. Send out a mass email listing the top performers.
- **D. Hold an annual awards ceremony with public acknowledgments.**

Answer: D

Explanation:

Holding an annual awards ceremony with public acknowledgments is the most appropriate way to recognize top performers publicly. This method not only honors the individuals but also sets an example for other employees and fosters a culture of appreciation.

NEW QUESTION # 91

What is the first step an HR professional should take when an employee reports difficulties accessing their pension benefits?

- A. Ensure the pension plan complies with all local regulations.
- B. Advise the employee to consult with a financial advisor.
- C. Immediately escalate the issue to senior management.
- **D. Review the employee's pension plan details and contact the provider.**

Answer: D

Explanation:

Reviewing the employee's pension plan details and contacting the provider is essential to identify and resolve access issues promptly, ensuring the employee receives the benefits they are entitled to.

NEW QUESTION # 92

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