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HRCI Associate Professional in Human Resources - International Sample Questions (Q89-Q94):

NEW QUESTION # 89

An organizational structure where departments are defined by the services they provide to the organization is called a:

- A. Product structure
- **B. Functional structure**
- C. Hybrid structure
- D. Matrix structure

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

A functional structure organizes departments based on the services or functions they provide (e.g., HR, finance, marketing). Each department specializes in a specific area, supporting the organization's operations.

* Option A (Hybrid structure): This combines elements of different structures, not specifically service-based.

* Option B (Functional structure): Correct, as it defines departments by their functional services.

* Option C (Product structure): This organizes departments by product lines, not services.

NEW QUESTION # 90

Why is it important to provide relocation assistance to new employees who are moving for a job?

- A. To meet company policies
- B. To enhance employee satisfaction
- C. To reduce moving costs
- **D. To ensure a smooth transition**

Answer: D

Explanation:

Providing relocation assistance to new employees is important to ensure a smooth transition, helping them settle into their new location and focus on their new role.

NEW QUESTION # 91

A multinational company wants to introduce a ranking system for performance appraisals. How should the HR department approach this task to ensure it aligns with organizational goals and employee expectations?

- **A. Communicate the purpose and process clearly to all employees.**
- B. Prioritize internal competition over collaboration.
- C. Limit the ranking criteria to top management roles.
- D. Focus on immediate outcomes rather than long-term goals.

Answer: A

Explanation:

Communicating the purpose and process clearly to all employees is important when introducing a ranking system, as it helps employees understand the reasons behind the system and how it will affect their evaluations and career progression.

NEW QUESTION # 92

Sarah is tasked with developing a training program on organizational ethics. What should be her primary focus to ensure it is effective?

- A. Provide more training
- **B. Clearly define expectations**
- C. Develop technical skills
- D. Encourage creativity

Answer: B

Explanation:

Clearly defining expectations should be the primary focus when developing a training program on organizational ethics. Ensuring that employees know what is expected of them regarding ethical conduct is crucial for the program's success.

NEW QUESTION # 93

The interaction between an organization and its employees is best known as:

- A. Employee engagement
- B. Union negotiations
- C. Strategic planning
- **D. Employee relations**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

Employee relations refers to the overall interaction between an organization and its employees, encompassing communication, conflict resolution, policy enforcement, and maintaining a positive work environment. It focuses on fostering a productive relationship.

* Option A (Strategic planning): This is a broader business process, not specific to employee interactions.

* Option B (Union negotiations): This is a subset of employee relations, specific to unionized environments.

* Option C (Employee relations): Correct, as it broadly describes the organization-employee relationship.

NEW QUESTION # 94

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