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## HRCI Associate Professional in Human Resources - International Sample

## Questions (Q134-Q139):

### NEW QUESTION # 134

Which of the following is the most effective way to resolve a routine payroll discrepancy for an international employee?

- A. Seek guidance from a senior HR manager for insights.
- B. Outsource payroll management to avoid discrepancies.
- C. **Conduct a payroll audit to identify errors.**
- D. Offer additional training to payroll staff to avoid mistakes.

**Answer: C**

Explanation:

Conducting a payroll audit to identify errors is the most effective way to resolve payroll discrepancies as it systematically identifies and rectifies all issues in the payroll process, ensuring accuracy.

### NEW QUESTION # 135

What is a key advantage of using social media as a recruitment source?

- A. Reducing recruitment costs significantly
- B. **Reaching a wide and diverse audience**
- C. Streamlining the hiring process
- D. Enhancing the company's public image

**Answer: B**

Explanation:

Using social media as a recruitment source allows for reaching a wide and diverse audience. Social media platforms have extensive user bases, enabling companies to connect with potential candidates from various backgrounds and locations.

### NEW QUESTION # 136

Which of the following are common objectives for training and development programs? (Select TWO options.)

- A. **Promoting individual improvement and career advancement of employees**
- B. Stopping employees from being unionized
- C. **Enhancing existing knowledge, skills, and performance capabilities of employees**
- D. Encouraging respect for the HR team
- E. Tracking hiring success and retention rates of employees

**Answer: A,C**

Explanation:

Comprehensive and Detailed in Depth Explanation:

Training and development programs aim to improve employee performance and support their growth within the organization.

\* Option A (Encouraging respect for the HR team): This is not a common objective of training programs.

\* Option B (Stopping employees from being unionized): This is not an appropriate or ethical training objective.

\* Option C (Tracking hiring success and retention rates of employees): This is an HR metric, not a training objective.

\* Option D (Promoting individual improvement and career advancement of employees): Correct, as training often focuses on career development.

### NEW QUESTION # 137

John is reviewing his company's leave policy and notices that he accrues vacation days each month. These days can be used for personal time off or travel. What does this accrual system represent in payroll terminology?

- A. Cumulative leave policy
- B. Annual leave balance
- C. Paid time off balance
- D. **Accrued vacation leave**

**Answer: D**

### Explanation:

Accrued vacation leave in payroll terminology refers to the system where employees earn vacation days each month, which can be used for personal time off or travel, allowing flexibility and proper leave management.

## NEW QUESTION # 138

Why is it beneficial for companies to offer health and fitness programs to their employees?

- A. To meet legal requirements
- B. To improve overall employee health and productivity
- C. To reduce absenteeism rates
- D. To attract top talent

**Answer: B**

### Explanation:

Offering health and fitness programs benefits companies by improving overall employee health and productivity, leading to a more engaged and efficient workforce.

## NEW QUESTION # 139

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