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HRCI Associate Professional in Human Resources - International Sample Questions (Q161-Q166):

NEW QUESTION # 161

What is the term for the process of evaluating job applicants' skills, knowledge, and suitability for a position?

Response:

- A. Selection
- B. Performance Appraisal

- C. Job Analysis
- D. Onboarding

Answer: A

NEW QUESTION # 162

Which of the following is a reason why HR should monitor internal social platforms?

- **A. To gauge the employee morale**
- B. To gauge employee absenteeism
- C. To encourage self-management
- D. To encourage social behaviors

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

Internal social platforms (e.g., company intranets, chat tools) provide a space for employees to interact and share feedback. HR should monitor these platforms to gauge employee morale, as they can reveal sentiments, concerns, or trends in engagement that might not surface through formal channels like surveys.

* Option A (To encourage self-management): Monitoring does not directly encourage self-management.

* Option B (To encourage social behaviors): Monitoring is not about encouraging behavior but observing it.

* Option C (To gauge employee absenteeism): Absenteeism is tracked through attendance records, not social platforms.

NEW QUESTION # 163

Which of the following describes the act of placing employees into suitable positions?

- **A. Job matching**
- B. Workforce planning
- C. Succession planning
- D. Job design

Answer: A

Explanation:

Job matching refers to the process of placing employees into positions that align with their skills, experience, and qualifications. This ensures that individuals are in roles where they can perform effectively and contribute to organizational goals.

* Explanation of Other Options:

* A. Job design: Refers to structuring or restructuring job roles, not placement.

* C. Workforce planning: Focuses on long-term staffing needs, not immediate placement.

* D. Succession planning: Prepares employees for future leadership roles, not general job placement.

* SHRM - Market-Based Job Evaluation Methods

* CIPD - Needs Assessment for Training

* Harvard Business Review - Cost Reduction Strategies

* SHRM - Job Matching and Placement Practices

References:

NEW QUESTION # 164

Which of the following terms is used to describe working outside of the regular work location on a regular basis?

- **A. Telecommuting**
- B. Flex-time
- C. Compressed schedule
- D. Job sharing

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

Telecommuting refers to a work arrangement where employees perform their job duties from a location outside the traditional office, such as from home, on a regular basis, often using technology to communicate with the workplace. This is a common practice in modern HR to support work-life balance and flexibility.

* Option A (Compressed schedule): This involves working the same number of hours in fewer days (e.g., a 40-hour week in 4 days), typically at the regular workplace, not outside it.

* Option B (Telecommuting): Correct, as it directly describes working outside the regular work location regularly.

* Option C (Job sharing): This is when two or more employees share the responsibilities of one full-time position, not necessarily related to location.

Reference: aPHRi knowledge domain - Employee Relations: Flexible work arrangements and their impact on workforce management.

NEW QUESTION # 165

Enter the answer as a numeric value.

The comp-ratio for an employee who earns US \$10 an hour where the salary range is from US \$B to \$12 _____

Answer:

Explanation:

1.25

Explanation:

The comp-ratio is calculated using the formula:

$$\text{Comp-ratio} = \frac{\text{Employee's pay}}{\text{Midpoint of the salary range}}$$

* Employee's pay = \$10/hour

* Salary range midpoint = $\frac{8 + 12}{2} = 10$

Comp-ratio = $\frac{10}{10} = 1.25$

NEW QUESTION # 166

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