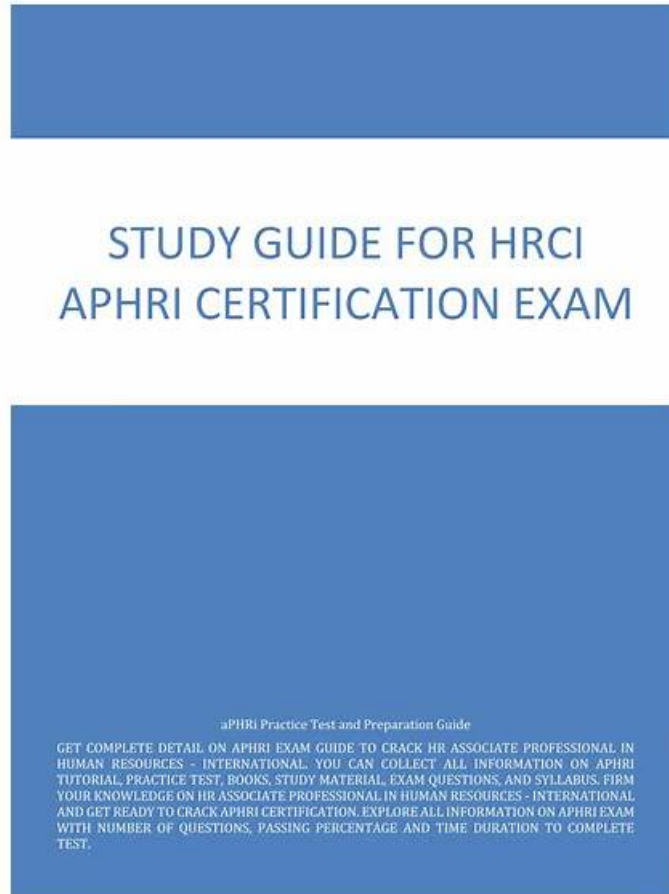# Most Probable Real HRCI Exam Questions in HRCI aPHRi PDF Format

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HRCI Associate Professional in Human Resources - International Sample Questions (Q92-Q97):

NEW QUESTION # 92
Which of the following is a common data collection technique used in salary and benefits surveys?

- A. Annual performance reviews
- B. On-the-job training sessions
- C. Questionnaires
- D. Employee evaluations

Answer: C

Explanation:
Questionnaires are a common data collection technique used in salary and benefits surveys, allowing for the efficient gathering of standardized information from a large number of respondents.

NEW QUESTION # 93
A multinational firm is implementing a new training program and needs to manage the distribution of materials. How should the HR department approach this task to ensure timely and accurate delivery?

- A. Allow each department to handle material distribution independently.
- B. Send materials via email without tracking delivery.
- C. Create a centralized system for tracking and distributing materials.
- D. Provide materials on the first day of training without prior distribution.

Answer: A

Explanation:
Creating a centralized system for tracking and distributing materials ensures that all participants receive the necessary resources in a timely and accurate manner, supporting the overall success of the training program.

NEW QUESTION # 94
An international corporation aims to enhance its performance management practices by focusing on goal setting. Describe the steps an HR manager should take to align employee goals with organizational objectives.

- A. Set goals without consulting employees.
- B. Communicate the organizational goals clearly to all employees.
- C. Focus solely on high-level objectives.
- D. Prioritize individual achievements over team goals.

Answer: B

Explanation:
Communicating the organizational goals clearly to all employees helps align individual goals with the broader objectives of the company, ensuring that everyone is working towards common targets and enhancing overall performance.

NEW QUESTION # 95
Which of the following best defines the process of promoting an organization as desirable in the labor market?

- A. Social influencing
- B. Strategic planning
- C. Employment branding
- D. Marketing initiatives

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:
Employment branding is the process of promoting an organization as a desirable place to work in the labor market. It involves creating a positive employer image through messaging, culture, and benefits to attract top talent.
* Option A (Social influencing): This is not a standard HR term and is unrelated to employer branding.
* Option B (Strategic planning): This is a broader business process, not specific to promoting the organization as an employer.
* Option C (Marketing initiatives): This refers to product or service marketing, not employer branding.
Reference: aPHRi knowledge domain - Recruitment and Selection: Employment branding to attract talent.

NEW QUESTION # 96

A situation where an employee is removed from their job with an organization due to unsatisfactory performance or economic downturn is described as:

- A. Involuntary termination
- B. Employer retaliation
- C. Job placement
- D. External transfer

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
Involuntary termination occurs when an employee is removed from their job by the employer, typically due to reasons such as unsatisfactory performance, misconduct, or external factors like an economic downturn leading to layoffs. This is distinct from voluntary termination, where the employee chooses to leave (e.g., resignation). In the aPHRi framework, involuntary termination is a key concept under employee relations and offboarding processes, as it involves legal and procedural considerations to ensure fairness and compliance with labor laws.
* Option A (Job placement): This refers to assigning an employee to a new role, often as part of recruitment or internal mobility, not termination.
* Option B (External transfer): This involves moving an employee to another organization or location, typically with mutual agreement, not termination.
* Option C (Employer retaliation): This is an illegal act where an employer punishes an employee for engaging in protected activities (e.g., whistleblowing), which is not the scenario described.
Reference: aPHRi knowledge domain - Employee Relations: Offboarding and termination activities, including types of separations.===========

NEW QUESTION # 97

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