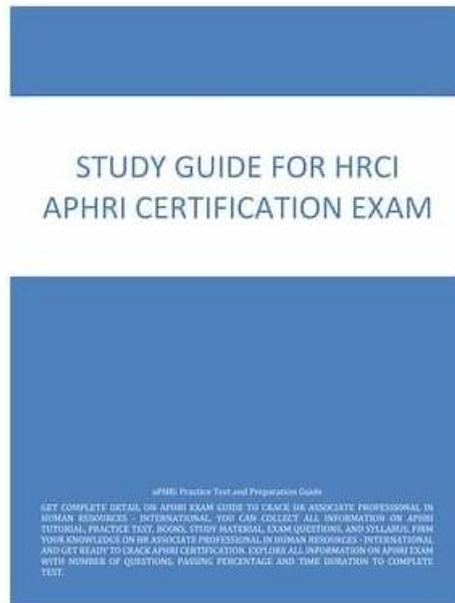


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HRCI Associate Professional in Human Resources - International Sample Questions (Q67-Q72):

NEW QUESTION # 67

Which HR process involves identifying and preparing employees to potentially fill key positions in the organization?

Response:

- A. Performance Management
- **B. Succession Planning**
- C. Talent Acquisition
- D. Compensation Planning

Answer: B

NEW QUESTION # 68

Why is it important to coordinate with multiple departments when scheduling interviews?

- A. To minimize disruptions to workflow
- B. To provide flexibility in timing
- C. To enhance candidate experience
- **D. To ensure availability of interviewers**

Answer: D

Explanation:

Coordinating with multiple departments when scheduling interviews ensures the availability of interviewers and prevents scheduling conflicts, leading to a smoother interview process.

NEW QUESTION # 69

Which of the following is most likely to be outsourced?

- **A. Payroll processing**
- B. Succession planning
- C. Financial reporting
- D. Employee selection

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

Payroll processing is one of the most commonly outsourced HR functions because it is transactional, requires specialized expertise (e.g., tax compliance), and can be efficiently handled by external vendors (e.g., ADP, Paychex). Outsourcing payroll reduces administrative burden and ensures accuracy.

* Option A (Employee selection): Selection (final hiring decisions) is typically kept in-house to ensure cultural fit, though parts of the process may be supported externally.

* Option B (Payroll processing): Correct, as it is a standard function to outsource due to its complexity and regulatory requirements.

* Option C (Financial reporting): This is a finance function, not HR, and is less commonly outsourced in the HR context.

NEW QUESTION # 70

An organization aims to implement a global training program. How should the HR department ensure this program complies with diverse regulatory requirements across different countries?

- A. Delay training programs until all regulations are clear.
- B. Implement a one-size-fits-all training approach.
- C. Avoid training programs that are difficult to standardize.
- **D. Conduct thorough research on local training regulations.**

Answer: D

Explanation:

Conducting thorough research on local training regulations is vital to ensure that the global training program complies with the diverse legal requirements in each country, avoiding legal issues and ensuring effective training implementation.

NEW QUESTION # 71

A compa-ratio of _____ means that the organization is paying the employee the market rate for the position.

Answer:

Explanation:

1.0

NEW QUESTION # 72

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