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- HR Operations (33%)
- Recruitment and Selection (22%)
- Human Resource Development and Retention (10%)

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

NEW QUESTION # 92

Which practice involves assisting employees with HR-related questions to enhance their work experience and resolve their issues?

- A. Conducting performance evaluations
- B. Analyzing market trends and salaries
- C. Enhancing employee benefits packages
- **D. Supporting employees with HR-related questions**

Answer: D

Explanation:

Supporting employees with HR-related questions enhances their work experience and helps resolve their issues efficiently. By providing this support, HR can ensure that employees feel valued and understood within the organization.

NEW QUESTION # 93

What type of training focuses on ensuring employees comply with industry regulations and company policies?

Response:

- **A. Compliance Training**
- B. Soft Skills Training
- C. Diversity Training
- D. Technical Training

Answer: A

NEW QUESTION # 94

Fill in the blank: Before starting employment, international candidates often need to secure _____ to work legally in the host country.

- A. Job offers
- B. Tax forms
- C. Health insurance
- **D. Work authorization**

Answer: D

Explanation:

Before starting employment, international candidates often need to secure work authorization to work legally in the host country, ensuring they meet legal requirements.

NEW QUESTION # 95

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

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

Answer: A

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.

_____ is a crucial aspect of progressive discipline that ensures employees understand the consequences of their actions and have an opportunity to correct their behavior.

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