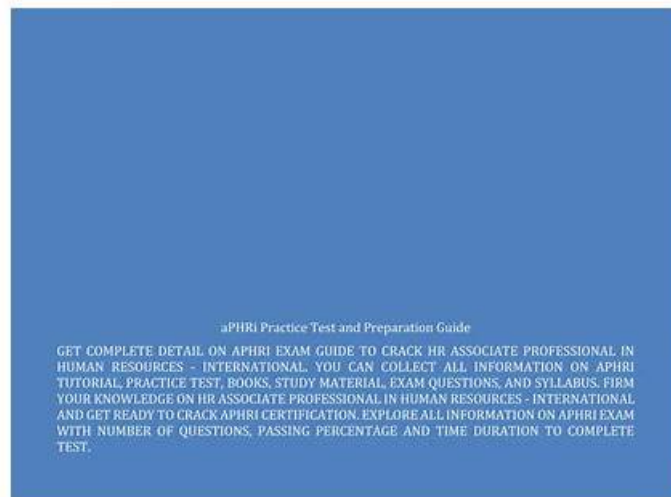


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HRCI Associate Professional in Human Resources - International Sample Questions (Q106-Q111):

NEW QUESTION # 106

Which of the following is considered an environmental factor an organization should evaluate when seeking to have a healthy workplace?

- **A. Air ventilation**
- B. Employee morale
- C. Weather conditions
- D. Personal hygiene

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

A healthy workplace requires evaluating environmental factors that impact employee well-being. Air ventilation is a critical environmental factor, as poor air quality can lead to health issues (e.g., respiratory problems) and reduce productivity.

* Option A (Weather conditions): This is an external factor, not directly controllable by the organization.

* Option B (Personal hygiene): This is an individual responsibility, not an environmental factor.

* Option C (Employee morale): This is a psychological factor, not an environmental one.

Reference: aPHRi knowledge domain - HR Operations: Workplace safety and health, including environmental factors like ventilation.=====

NEW QUESTION # 107

Which of the following is a long-term outcome of conducting an employee orientation?

- A. Individual development
- B. High performance
- **C. Employee retention**
- D. Competitive advantage

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

Employee orientation is the process of introducing new hires to the organization, its culture, policies, and their role. A well-executed orientation sets the foundation for long-term employee engagement and integration. The long-term outcome of orientation is employee retention, as it helps new hires feel welcomed, supported, and aligned with the organization's goals, reducing early turnover.

* Option A (Competitive advantage): While orientation may indirectly contribute to competitive advantage (e.g., through better employee performance), this is not a direct long-term outcome of orientation itself.

* Option B (Employee retention): Correct, as effective orientation improves employee engagement, reduces confusion, and fosters a sense of belonging, all of which contribute to higher retention rates over time.

* Option C (High performance): High performance may result from training and development, but orientation focuses on onboarding, not performance improvement, making this a shorter-term or indirect outcome.

NEW QUESTION # 108

Compensating women at a rate less than men is most likely to be regarded as pay:

- A. Philosophy
- **B. discrimination**

- C. Policy
- D. Disparity

Answer: B

Explanation:

Definition of Pay Discrimination:

* Pay discrimination occurs when employees performing the same or substantially similar work are compensated differently based on protected characteristics such as gender, race, or ethnicity, which violates equal pay laws.

Why Discrimination is Correct:

* Paying women less than men for the same work is a clear violation of laws such as the Equal Pay Act of 1963 (U.S.) and similar international legislation. This constitutes pay discrimination.

Eliminating Incorrect Options:

- * A. Policy: A pay policy describes an organization's guidelines for compensation; discrimination is not a policy.
- * B. Disparity: While disparity refers to differences, it does not inherently imply unlawful or discriminatory practices.
- * C. Philosophy: Pay philosophy outlines the organization's approach to compensation but does not address unlawful practices.

International HR References:

- * Equal Pay Act of 1963 (U.S.)
- * ILO Equal Remuneration Convention (No. 100): Calls for equal pay for equal work.

NEW QUESTION # 109

Employees who are engaged with an external organization for the purpose of demanding better working conditions from their employers belong to a:

- A. Review panel
- B. Joint venture
- C. Focus group
- **D. Labor union**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

A labor union is an organized group of employees who join together to negotiate with their employer for better working conditions, wages, benefits, and other employment terms. Unions engage with external organizations (e.g., national union bodies) to represent employees' interests and advocate on their behalf.

- * Option A (Labor union): Correct, as it describes employees organizing to demand better conditions.
- * Option B (Focus group): A focus group is a small group used for feedback or research, not for demanding conditions.
- * Option C (Joint venture): This is a business partnership between two organizations, not related to employee advocacy.

NEW QUESTION # 110

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

Response:

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

Answer: B

NEW QUESTION # 111

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