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HRCI Associate Professional in Human Resources - International Sample

Questions (Q115-Q120):

NEW QUESTION # 115

Which of the following best reinforces compliance in an organization?

- A. Strong data privacy and security
- B. Annual benchmarking
- **C. Clear policies and procedures**
- D. Reliable human resource information system (HRIS)

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

Clear policies and procedures provide employees with explicit guidelines on expected behaviors, legal requirements, and organizational standards. They reinforce compliance by ensuring everyone understands the rules and consequences of non-compliance.

* Option A (Annual benchmarking): This compares practices to industry standards, not directly reinforcing compliance.

* Option B (Clear policies and procedures): Correct, as they directly promote adherence to rules and laws.

* Option C (Strong data privacy and security): This supports compliance in specific areas (e.g., GDPR), but it is not the broadest method.

Reference: aPHRi knowledge domain - HR Operations: Ensuring compliance through clear policies and procedures.=====

NEW QUESTION # 116

Sarah is responsible for ensuring her company's hiring practices comply with applicable regulations. What should she prioritize to avoid legal issues?

- **A. Regularly review hiring policies**
- B. Increase diversity initiatives
- C. Improve job advertisement language
- D. Update job descriptions frequently

Answer: A

Explanation:

Regularly reviewing hiring policies helps ensure compliance with applicable regulations. By keeping policies up to date and aligned with current laws, Sarah can avoid potential legal issues and maintain fair hiring practices.

NEW QUESTION # 117

An office building has experienced a security breach. What immediate action should the HR department take to comply with security regulations?

- **A. Conduct a thorough investigation and enhance security measures.**
- B. Install security cameras in all entry and exit points.
- C. Notify employees about the breach via email.
- D. File an incident report with local authorities.

Answer: A

Explanation:

Conducting a thorough investigation and enhancing security measures is the immediate action the HR department should take to comply with security regulations after a security breach. This response helps to identify the cause of the breach and implement measures to prevent future incidents.

NEW QUESTION # 118

What is one key reason employers conduct medical exams after a job offer is extended?

- A. To determine the candidate's cultural fit

- B. To assess the candidate's skills and knowledge
- **C. To ensure the candidate can safely perform job duties**
- D. To meet legal and insurance requirements

Answer: C

Explanation:

Employers conduct medical exams after extending a job offer to ensure the candidate can safely perform job duties and to mitigate any potential workplace risks.

NEW QUESTION # 119

What is the first step an HR professional should take when addressing a complaint of aggressive behavior in the workplace?

- **A. Conduct a thorough investigation and document all findings.**
- B. Immediately terminate the employee accused of aggression.
- C. Hold a team meeting to discuss the complaint openly.
- D. Provide mediation without any formal documentation.

Answer: A

Explanation:

Conducting a thorough investigation and documenting all findings is essential when addressing complaints of aggressive behavior, as it ensures that the situation is handled objectively and all relevant information is considered.

NEW QUESTION # 120

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