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## HRCI Associate Professional in Human Resources - International Sample Questions (Q163-Q168):

### NEW QUESTION # 163

Match the best recruitment method to the type talent the organization is trying to hire.

	Recruitment Method	Type of Talent
Internal search	Drop here	Senior executive and managerial skills
Search firm	Drop here	Qualifications and culture match
Professional associations	Drop here	Organizational knowledge and experience
Employee referrals	Drop here	Specific expertise and job demands

**Answer:**

**Explanation:**

	Recruitment Method	Type of Talent
Internal search	Search firm	Senior executive and managerial skills
Search firm	Employee referrals	Qualifications and culture match
Professional associations	Internal search	Organizational knowledge and experience
Employee referrals	Professional associations	Specific expertise and job demands

**Explanation:**

Recruitment Method	Type of Talent
Search firm	Senior executive and managerial skills
Employee referrals	Qualifications and culture match
Internal search	Organizational knowledge and experience
Professional associations	Specific expertise and job demands

Matched Recruitment Method to the Talent Type:

\* Internal Search # Organizational Knowledge and Experience

\* Explanation: Internal searches involve identifying talent within the existing workforce. Employees already familiar with the organization's culture, policies, and operations are best suited for roles requiring organizational knowledge and experience. Internal promotions or lateral movements also enhance employee retention and morale.

Reference: SHRM's "Talent Acquisition and Employee Retention" 2022 edition highlights the advantage of leveraging internal knowledge through internal recruitment.

Search Firm # Senior Executive and Managerial Skills

Explanation: Executive search firms specialize in identifying high-level talent, particularly for senior managerial or C-suite roles. These roles require specialized skills, industry knowledge, and leadership expertise, making search firms essential for sourcing such candidates.

Reference: "Global Talent Acquisition Practices," CIPD (2023), underscores the role of search firms in filling strategic and high-impact roles.

Professional Associations # Specific Expertise and Job Demands

Explanation: Professional associations are ideal for sourcing candidates with niche or highly specialized skills.

They often provide access to job boards and networking events that connect employers with professionals who meet specific technical demands.

Reference: "Best Practices in Recruiting via Professional Associations," Harvard Business Review, 2021, outlines the effectiveness of professional associations in hiring for specific expertise.

Employee Referrals # Qualifications and Culture Match

Explanation: Employee referrals often result in candidates who align well with the company's culture, as existing employees are likely to recommend individuals they trust and deem a good fit. This method is also cost-effective and results in high-quality hires.

Reference: SHRM's "Employee Referral Programs" (2022) notes that referrals lead to better cultural integration and retention.

Final Matching Summary:

Internal Search # Organizational Knowledge and Experience

Search Firm # Senior Executive and Managerial Skills

Professional Associations # Specific Expertise and Job Demands

Employee Referrals # Qualifications and Culture Match

References:

Society for Human Resource Management (SHRM), "Talent Acquisition and Employee Retention" (2022).

Chartered Institute of Personnel and Development (CIPD), "Global Talent Acquisition Practices" (2023).

Harvard Business Review, "Best Practices in Recruiting via Professional Associations" (2021).

SHRM, "Employee Referral Programs" (2022).

WorldatWork Handbook of Compensation, Benefits & Total Rewards, Chapter 8: "Recruitment Strategies" (2020).

### NEW QUESTION # 164

Which element is essential to include in an emergency evacuation plan to ensure employee safety?

- A. Developing a new marketing strategy.
- **B. Clearly marked evacuation routes and exits.**
- C. Informing employees about their job responsibilities.
- D. Assigning tasks for a new project.

**Answer: B**

Explanation:

Clearly marked evacuation routes and exits are essential to include in an emergency evacuation plan to ensure employee safety. These routes help employees quickly and safely leave the building during an emergency, reducing the risk of injury or confusion.

### NEW QUESTION # 165

What should be the initial step in evaluating the effectiveness of a training program using pre- and post-testing methods?

- A. Create engaging and interactive training materials.
- **B. Define clear learning objectives and outcomes.**
- C. Compare training costs to performance improvements.
- D. Use historical data to predict training effectiveness.

**Answer: B**

Explanation:

Defining clear learning objectives and outcomes is essential for accurately evaluating the effectiveness of the training program using pre- and post-testing methods, as it sets the benchmark for measuring progress and success.

### NEW QUESTION # 166

An adjustment in pay based on economic changes in a geographical location is commonly described as a(n):

- A. Market adjustment
- B. Hardship allowance
- **C. Cost-of-living adjustment (COLA)**
- D. Travel allowance

**Answer: C**

Explanation:

Definition of Cost-of-Living Adjustment (COLA):

\* A COLA is a pay adjustment made to account for changes in the cost of living, often tied to inflation or geographic economic differences.

\* These adjustments ensure that employees' purchasing power remains stable in areas with varying living costs.

Why COLA is Correct:

\* It is specifically designed to address economic changes in geographic locations, such as increases in housing, transportation, and

utility costs.

Eliminating Incorrect Options:

- \* A. Market adjustment: Adjusts pay to align with external labor market trends, not economic conditions.
- \* C. Travel allowance: Refers to reimbursements for travel-related expenses.
- \* D. Hardship allowance: Applies to employees working in challenging or remote locations.

International HR References:

- \* ILO Guidelines on Wage Adjustments: Supports cost-of-living adjustments for fair compensation.

### NEW QUESTION # 167

A primary objective of a total rewards program is to:

- A. Create a succession plan for leadership roles
- B. Keep costs low
- C. Offer competitive benefits
- D. Maintain corporate social responsibility

**Answer: C**

Explanation:

Comprehensive and Detailed in Depth Explanation:

A total rewards program encompasses all forms of compensation and benefits (e.g., salary, bonuses, health insurance, recognition).

A primary objective is to offer competitive benefits to attract, motivate, and retain employees in a competitive labor market.

\* Option A (Keep costs low): While cost management is important, it is not the primary objective of a total rewards program.

\* Option B (Offer competitive benefits): Correct, as competitiveness is a key goal to attract and retain talent.

\* Option C (Maintain corporate social responsibility): This is a broader organizational goal, not specific to total rewards.

Reference: aPHRi knowledge domain - Compensation and Benefits: Objectives of total rewards programs, including competitiveness.=====

### NEW QUESTION # 168

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