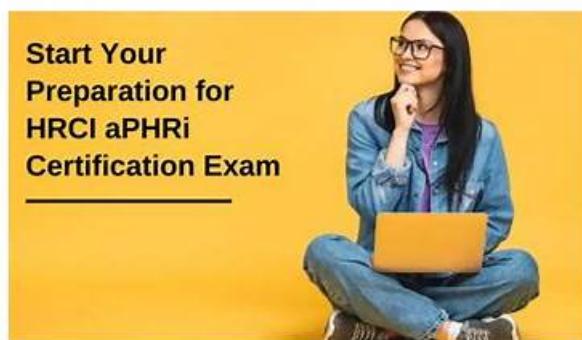


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HRCI Associate Professional in Human Resources - International Sample Questions (Q86-Q91):

NEW QUESTION # 86

Maria works 40 hours a week and is paid a set salary regardless of the number of hours she works beyond this. What type of job classification does she fall under?

- A. Full-time
- B. Hourly
- **C. Salary**
- D. Part-time

Answer: C

Explanation:

Salary employees receive a fixed amount of pay regardless of the number of hours they work each week. This classification typically applies to full-time employees who are expected to complete their job duties without regard to the number of hours worked.

NEW QUESTION # 87

A company aims to increase diversity in its workforce. What is an effective strategy to achieve this goal?

- A. Focus on hiring interns from diverse backgrounds.
- **B. Implement inclusive recruitment practices and outreach.**
- C. Increase salaries for underrepresented groups.
- D. Reduce hiring standards to attract diverse candidates.

Answer: B

Explanation:

Implementing inclusive recruitment practices and outreach is an effective strategy to increase diversity in the workforce. By actively seeking diverse candidates and removing barriers to employment, the organization can create a more diverse and representative workforce.

NEW QUESTION # 88

An employee receives a paycheck based on a percentage of sales, which is also known as:

- **A. variable pay**
- B. long-term incentive compensation
- C. base pay
- D. skill- and competency-based pay

Answer: A

Explanation:

Variable pay refers to compensation linked to performance outcomes, such as a percentage of sales.

According to HRCI, variable pay structures are designed to reward employees for achieving specific results, making it a common approach in sales roles to incentivize higher productivity.

NEW QUESTION # 89

Match each safety issues to the appropriate prevention strategy.

Safety Issue	Prevention strategy
Working with chemicals	Drop here
Working at heights	Drop here
Wet floor	Drop here



Answer:

Explanation:

Safety Issue	Prevention Strategy
Working with chemicals	Protective wear
Working at heights	Railing for fall protection
Wet floor	Caution signage

Explanation:

Matched Safety Issues to Prevention Strategies:

* Working with Chemicals # Protective Wear

* Explanation: When working with hazardous chemicals, protective gear such as gloves, goggles, aprons, and respiratory masks are essential. These reduce exposure to harmful substances and ensure the safety of workers.

Reference: OSHA's Hazard Communication Standard (29 CFR 1910.1200) specifies the requirement for personal protective equipment (PPE) when handling chemicals.

Working at Heights # Railing for Fall Protection

Explanation: For workers operating at heights, fall protection systems such as railings, harnesses, or guardrails are crucial to prevent falls and ensure safety.

Reference: OSHA's Fall Protection Standard (29 CFR 1926.501) mandates fall protection for workers at elevated workspaces.

Wet Floor # Caution Signage

Explanation: Wet floors pose a slipping hazard. Placing visible caution signs informs employees of the danger and helps prevent slips, trips, and falls.

Reference: OSHA General Duty Clause (Section 5(a)(1)) highlights the importance of hazard communication, including wet floor signage.

Final Matching Summary:

Working with Chemicals # Protective Wear

Working at Heights # Railing for Fall Protection

Wet Floor # Caution Signage

References:

Occupational Safety and Health Administration (OSHA), Hazard Communication Standard (29 CFR 1910.1200).

OSHA, Fall Protection Standard (29 CFR 1926.501).

OSHA, General Duty Clause (Section 5(a)(1)).

International Labour Organization (ILO), "Safety and Health at Work" Guidelines (2022).

National Institute for Occupational Safety and Health (NIOSH), Workplace Safety Recommendations (2021).

NEW QUESTION # 90

Which of the following is found in a candidate database?

- A. Job skills
- B. Disciplinary actions
- C. Performance appraisals
- D. Benefit expectations

Answer: A

Explanation:

A candidate database is designed to store information pertinent to recruitment and selection. It includes:

* Job Skills: Key competencies and qualifications relevant to job roles, helping recruiters match candidates to positions.

* Explanation of Other Options:

* A. Disciplinary actions: These are internal records maintained post-hiring, not typically part of a candidate database.

* C. Benefit expectations: These are discussed during negotiations and not stored in a pre-hiring database.

* D. Performance appraisals: These are post-hiring evaluations, irrelevant to candidate databases.

References:SHRM: Candidate Database Best Practices.

CIPD: Talent Acquisition Guidelines.

NEW QUESTION # 91

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