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HRCI Associate Professional in Human Resources - International Sample Questions (Q139-Q144):

NEW QUESTION # 139
Choose the correct incentive plan for each of the examples.

□

Answer:

Explanation:
□
Explanation:
Short-term Incentive # Pay for quarterly achievements
* Explanation: These rewards are tied to short-term goals and frequent performance evaluations.
Long-term Incentive # Encourage sense of ownership
* Explanation: Long-term incentives like profit-sharing or equity grants create a connection to the organization's success over time.
Short-term Incentive # Pay for complexity of work
* Explanation: These are immediate rewards based on task difficulty.
Long-term Incentive # Provide stock options with a vesting schedule
* Explanation: Vesting schedules reward employees for staying with the company long-term while aligning with corporate success.
References:
* Society for Human Resource Management (SHRM), "Incentive Compensation: Short-term vs Long- term" (2022).
* WorldatWork, "Equity Compensation and Long-term Incentives" (2021).
* Chartered Institute of Personnel and Development (CIPD), "Performance-based Compensation" (2023).
* SHRM, "Guide to Stock Option Plans" (2022).
* International Labour Organization (ILO), "Compensation Structures and Strategies" (2022).

NEW QUESTION # 140
What best describes an organization''s culture that includes its traditions and unwritten procedures?

- A. The shared values and behaviors
- B. The official policies and guidelines
- C. The legal compliance requirements
- D. The mission and vision statements

Answer: A

Explanation:
The shared values and behaviors describe an organization,s culture, including its traditions and unwritten procedures. These elements shape how employees interact and the overall work environment.

NEW QUESTION # 141
Which of the following initiatives will most likely ensure that employees' skill continue to be relevant to business trends? (Two options.)

- A. Knowledge sharing
- B. Online training
- C. Career planning
- D. Team bonding
- E. Salary increases

Answer: A,B

Explanation:
* Online Training:
* Provides employees with access to updated skills and knowledge aligned with business trends.
* Scalable and customizable to individual and organizational needs.
* Knowledge Sharing:
* Encourages collaboration and dissemination of industry trends and innovations among employees, ensuring continuous learning and adaptability.

* Explanation of Other Options:
* A. Team bonding: Improves teamwork but does not address skill relevance.
* C. Career planning: Focuses on long-term growth rather than immediate skill relevance.
* D. Salary increases: Motivates employees but does not ensure skill improvement.

NEW QUESTION # 142

Which benefit helps employees save money on healthcare expenses by allowing them to set aside pre-tax funds?
Response:

- A. Disability Insurance
- B. Life Insurance
- C. Vision Coverage
- D. Health Savings Account (HSA)

Answer: D

NEW QUESTION # 143

A salary raise that is given as a reward for outstanding performance is called a(n):

- A. Merit increase
- B. Annual increase
- C. Commission
- D. Bonus

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
A merit increase is a salary raise given to an employee as a reward for outstanding performance, typically determined through a performance evaluation. It is a permanent adjustment to the employee's base salary, reflecting their contributions to the organization.
* Option A (Bonus): A bonus is a one-time payment, not a permanent salary increase.
* Option B (Merit increase): Correct, as it is a performance-based salary raise.
* Option C (Annual increase): This is a standard raise given to all employees, not tied to performance.
Reference: aPHRi knowledge domain - Compensation and Benefits: Types of salary adjustments, including merit increases.═══════════

NEW QUESTION # 144

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