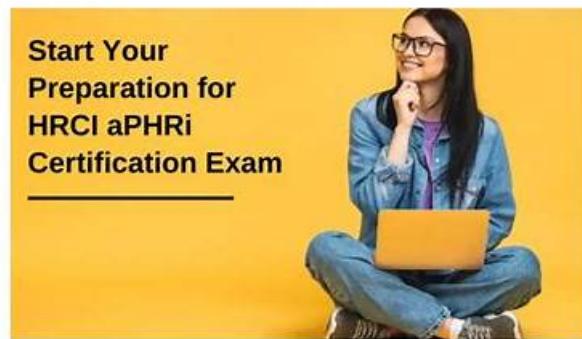


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HRCA Associate Professional in Human Resources - International Sample Questions (Q60-Q65):

NEW QUESTION # 60

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.

NEW QUESTION # 61

Which job classification is typically paid a fixed amount regardless of the number of hours worked in a week?

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

Answer: C

Explanation:

Hourly employees are typically paid based on the number of hours they work each week. If they work more hours, they get paid more; if they work fewer hours, they get paid less. This classification does not guarantee a fixed weekly income.

NEW QUESTION # 62

Which of the following should be included in an anti-harassment policy?

- A. Tips for employees to resolve the harassment on their own
- B. Name and title of HR representative
- **C. A clear explanation of prohibited conduct**
- D. A statement of potential confidentiality

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

An anti-harassment policy is a critical document that outlines the organization's commitment to a harassment-free workplace. It must include a clear explanation of prohibited conduct (e.g., sexual harassment, bullying) to ensure employees understand what behaviors are unacceptable and to provide a basis for enforcement.

* Option A (Name and title of HR representative): While contact information may be included, it is not a core component of the policy itself.

* Option B (A statement of potential confidentiality): Confidentiality is important, but it is a procedural detail, not the main focus.

* Option C (A clear explanation of prohibited conduct): Correct, as this is a fundamental element of an anti-harassment policy.

Reference: aPHRi knowledge domain - Employee Relations: Developing anti-harassment policies, including defining prohibited conduct.

NEW QUESTION # 63

Which of the following refers to an organizational action to help with community and environment issues?

- A. Environment responsibility
- B. Environment scanning
- **C. Corporate social responsibility**
- D. Corporate outreach

Answer: C

Explanation:

Corporate social responsibility (CSR) refers to organizational actions that address social, community, and environmental issues as part of its ethical obligations.

* Examples: Sustainability initiatives, charitable contributions, and community outreach programs.

* Explanation of Other Options:

* A. Environmental responsibility: A subset of CSR focusing specifically on environmental issues.

* C. Environment scanning: Refers to analyzing external business environments for trends and risks.

* D. Corporate outreach: Describes community engagement efforts but does not encompass broader CSR activities.

References: SHRM - Absenteeism and Productivity Impact

CIPD - Training Program Objectives

Behavioral Interview Techniques (SHRM, CIPD)

World Economic Forum - Corporate Social Responsibility Trends

NEW QUESTION # 64

When designing a training program that complies with international regulations, which factor should HR consider to ensure legal adherence and program effectiveness?

- A. Prioritize cost-efficiency over regulatory compliance.
- B. Focus on employee feedback and satisfaction rates.
- **C. Align training content with specific legal requirements.**
- D. Emphasize cultural relevance over legal compliance.

Answer: C

Explanation:

Aligning training content with specific legal requirements ensures that the program adheres to necessary regulations, preventing legal repercussions and enhancing the program's credibility and effectiveness.

NEW QUESTION # 65

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