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HRCI Associate Professional in Human Resources - International Sample Questions (Q162-Q167):

NEW QUESTION # 162

An organization wants to ensure its progressive discipline process is fair and transparent. What key element should HR include to achieve this goal?

- A. Conducting regular reviews of the discipline policy for improvements
- B. Implementing a process for employees to appeal disciplinary actions
- C. Ensuring that all disciplinary actions are documented and communicated clearly
- D. Creating a detailed employee handbook outlining the discipline process

Answer: B

Explanation:
Ensuring that all disciplinary actions are documented and communicated clearly is key to a fair and transparent progressive discipline process. This helps employees understand the process, expectations, and consequences, fostering a just workplace environment.

NEW QUESTION # 163

The interaction between an organization and its employees is best known as:

- A. Employee engagement
- B. Union negotiations
- C. Employee relations
- D. Strategic planning

Answer: C

Explanation:
Comprehensive and Detailed in Depth Explanation:
Employee relations refers to the overall interaction between an organization and its employees, encompassing communication, conflict resolution, policy enforcement, and maintaining a positive work environment. It focuses on fostering a productive relationship.
* Option A (Strategic planning):This is a broader business process, not specific to employee interactions.
* Option B (Union negotiations):This is a subset of employee relations, specific to unionized environments.
* Option C (Employee relations):Correct, as it broadly describes the organization-employee relationship.

NEW QUESTION # 164

Fill in the blank: A _____ system integrates both financial and non-financial rewards to enhance employee satisfaction and retention.

- A. Basic salary structure
- B. Total rewards
- C. Fixed pay grades
- D. Standard benefits package

Answer: B

Explanation:
A total rewards system integrates both financial and non-financial rewards to enhance employee satisfaction and retention, creating a more engaged and loyal workforce.

NEW QUESTION # 165

To increase participation in an employee engagement survey, it is most important for it to be:

- A. Confidential
- B. Concise
- C. Relevant
- D. Timely

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
Employee engagement surveys measure employees' feelings about their work environment, leadership, and job satisfaction. To increase participation, the survey must be confidential, ensuring employees feel safe to provide honest feedback without fear of retaliation. Anonymity encourages higher response rates by building trust.
* Option A (Timely):While timing matters, it is not the most critical factor for participation.
* Option B (Concise):A concise survey is helpful, but employees may still not participate if they fear their responses aren't private.
* Option C (Relevant):Relevance ensures meaningful data, but it doesn't directly drive participation.

NEW QUESTION # 166
A key benefit of an employee recognition program is to:

- A. improve employee accountability
- B. support employee advancement
- C. promote company visibility
- D. increase job performance

Answer: D

Explanation:
Employee recognition programs are designed to acknowledge and reward positive behavior, which in turn encourages high job performance. HRCI notes that recognizing employees for their contributions motivates them to maintain or improve performance, benefiting both the individual and the organization.

NEW QUESTION # 167
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