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HRCI Associate Professional in Human Resources - International Sample Questions (Q66-Q71):

NEW QUESTION # 66

Which of the following forms is used to open a new position currently not filled by an employee?

- A. Replacement form
- **B. Requisition form**
- C. Reposition form
- D. Recruitment form

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

A requisition form is used in HR to formally request the creation or filling of a new position that is currently vacant. It typically includes details like the job title, department, and justification for the role, initiating the recruitment process.

* Option A (Reposition form): This is not a standard HR term; it may be confused with reassigning an existing role.

* Option B (Requisition form): Correct, as this is the standard form used to open a new position.

* Option C (Recruitment form): This is not a standard term; recruitment is the process, not the form.

Reference: aPHRi knowledge domain - Recruitment and Selection: Use of requisition forms to initiate hiring for new positions.=====

NEW QUESTION # 67

Which method is most effective for gathering immediate feedback from participants after a training program?

- **A. Distribute participant surveys immediately after the session.**
- B. Conduct focus group discussions with participants.
- C. Hold follow-up meetings with trainers and participants.
- D. Review training videos and materials for content quality.

Answer: A

Explanation:

Distributing participant surveys immediately after the session is effective for gathering timely and relevant feedback, allowing the HR team to understand participants, immediate reactions and experiences.

NEW QUESTION # 68

A multinational company wants to introduce a ranking system for performance appraisals. How should the HR department approach this task to ensure it aligns with organizational goals and employee expectations?

- A. Prioritize internal competition over collaboration.
- B. Limit the ranking criteria to top management roles.
- **C. Communicate the purpose and process clearly to all employees.**
- D. Focus on immediate outcomes rather than long-term goals.

Answer: C

Explanation:

Communicating the purpose and process clearly to all employees is important when introducing a ranking system, as it helps employees understand the reasons behind the system and how it will affect their evaluations and career progression.

NEW QUESTION # 69

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

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

Answer: B

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 # 70

Which of the following best defines the process of promoting an organization as desirable in the labor market?

- A. Strategic planning
- B. Social influencing
- C. Marketing initiatives
- **D. Employment branding**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

Employment branding is the process of promoting an organization as a desirable place to work in the labor market. It involves creating a positive employer image through messaging, culture, and benefits to attract top talent.

- * Option A (Social influencing): This is not a standard HR term and is unrelated to employer branding.
- * Option B (Strategic planning): This is a broader business process, not specific to promoting the organization as an employer.
- * Option C (Marketing initiatives): This refers to product or service marketing, not employer branding.

Reference: aPHRi knowledge domain - Recruitment and Selection: Employment branding to attract talent.

NEW QUESTION # 71

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