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HRCI Associate Professional in Human Resources - International Sample Questions (Q94-Q99):

NEW QUESTION # 94

An employee reports feeling unsafe due to inadequate lighting in the parking lot. What immediate action should the HR department take?

- A. Address the lighting issue promptly and communicate the actions taken to the employee.
- B. Ignore the complaint and wait for further incidents.
- C. Suggest employees use flashlights when walking to their cars.
- D. Install more surveillance cameras in the parking lot.

Answer: A

Explanation:

Addressing the lighting issue promptly and communicating the actions taken to the employee is the immediate action the HR department should take. This response shows that the organization takes safety concerns seriously and values employee well-being.

NEW QUESTION # 95

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

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

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 # 96

Why is clear communication crucial when extending an employment offer?

- A. To expedite the hiring process
- B. To enhance the company's image
- C. To avoid misunderstandings and disputes
- D. To compete with other job offers

Answer: C

Explanation:

Clear communication when extending an employment offer is crucial to avoid misunderstandings and disputes, ensuring both parties are on the same page.

NEW QUESTION # 97

Which type of training focuses on improving employees' interpersonal skills and teamwork?

Response:

- A. Technical Training
- B. Compliance Training
- C. Diversity Training
- D. Soft Skills Training

Answer: D

NEW QUESTION # 98

Why is it important to use multiple platforms for job postings?

- A. To reach a diverse pool of candidates
- B. To attract highly specialized talent
- C. To reduce time to hire
- D. To save on advertising costs

Answer: A

Explanation:

Using multiple platforms for job postings is important to reach a diverse pool of candidates, increasing the chances of finding the best fit for the position.

NEW QUESTION # 99

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