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HRCI Associate Professional in Human Resources - International Sample Questions (Q57-Q62):

NEW QUESTION # 57
An HR metric that is used to communicate the positive impact of a training program is:

- A. Revenue per employee
- B. Return on assets
- C. Return on capital
- D. Return on investment (ROI)

Answer: D

Explanation:
Comprehensive and Detailed in Depth Explanation:
Return on Investment (ROI) is an HR metric used to measure the financial impact of a training program by comparing the program's benefits (e.g., increased productivity) to its costs. A positive ROI demonstrates the training's effectiveness and value to the organization.
* Option A (Return on assets): This is a financial metric for overall business performance, not specific to training.
* Option B (Return on capital): This is also a financial metric, not related to training impact.
* Option C (Revenue per employee): This measures overall productivity, not the specific impact of training.
Reference: aPHRi knowledge domain - Talent Development: Evaluating training effectiveness using metrics like ROI.

NEW QUESTION # 58
Which of the following are areas of focus for organization trying to help employees achieve work-life balance? (Select TWO options.)

- A. Internal transfers
- B. Training schedule
- C. Compressed schedule
- D. Flex-time
- E. Use of temporary employees

Answer: C,D

Explanation:
Work-Life Balance Initiatives:
* Flex-time allows employees to choose start and end times within core working hours, offering flexibility to accommodate personal needs.
* A compressed schedule allows employees to work longer hours over fewer days, providing additional days off.
Why These Options are Correct:
* Both arrangements reduce stress and improve work-life integration, enhancing overall job satisfaction and retention.
Eliminating Incorrect Options:
* C. Training schedule: Training is unrelated to work-life balance.
* D. Internal transfers: Focuses on career progression, not work-life integration.
* E. Use of temporary employees: Addresses staffing flexibility but not employee work-life balance directly.
International HR References:
* SHRM Guidelines on Work-Life Balance: Highlights flex-time and compressed schedules as key practices.

NEW QUESTION # 59
An organization that focuses primarily on mid-level to senior level recruitment is commonly referred to as a (n):

- A. Recruitment agency
- B. HR placement firm
- C. Professional association
- D. Executive search firm

Answer: D

NEW QUESTION # 60
What is the initial step an HR professional should take when planning to conduct focus groups for employee feedback?

- A. Standardize the process across all locations.
- B. Identify the key topics and objectives of the focus groups.
- C. Delegate the planning to line managers.
- D. Implement the process without a clear objective.

Answer: B

Explanation:
Identifying the key topics and objectives of the focus groups is the initial step in planning, ensuring that the discussions are relevant and focused on gathering useful feedback that addresses specific organizational needs.

NEW QUESTION # 61
Work hours that deviate from the regular work patterns of an organization are known as:

- A. Telecommuting
- B. Job rotation
- C. Job sharing
- D. Flex-time

Answer: D

Explanation:
Comprehensive and Detailed in Depth Explanation:
Flex-time refers to a flexible work arrangement where employees can adjust their work hours, deviating from the organization's standard schedule (e.g., starting later or working longer days). This allows employees to balance work and personal needs while still meeting job requirements.
* Option A (Flex-time): Correct, as it directly describes work hours that deviate from regular patterns.
* Option B (Job sharing): This involves two employees sharing one role, not necessarily changing hours.
* Option C (Job rotation): This is moving employees between jobs for development, not related to hours.
Reference: aPHRi knowledge domain - Employee Relations: Flexible work arrangements, including flex-time.

NEW QUESTION # 62
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