

aPHRI Latest Cram Materials, Dumps aPHRI Collection

	Matching Terms	Definition
Risk Management	Drop here	State of physical, social, and mental well-being.
Health	Drop here	Protecting the physical well-being of employees in the workplace.
Safety	Drop here	Protecting the employees, assets, and facilities of an organization.
Security	Drop here	Identifying potential problems and putting procedures in place to reduce their impact.

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HRCI Associate Professional in Human Resources - International Sample Questions (Q39-Q44):

NEW QUESTION # 39

Match each term with its definition.

Answer:

Explanation:

Explanation:

Matching Terms with Definitions:

- * Risk Management # Identifying potential problems and putting procedures in place to reduce their impact.
- * Risk management involves proactive identification and mitigation of risks to prevent disruptions in operations.
- * Health # State of physical, social, and mental well-being.
- * Health focuses on promoting the overall well-being of employees, not just the absence of illness.
- * Safety # Protecting the physical well-being of employees in the workplace.
- * Safety emphasizes minimizing hazards and preventing injuries at work.
- * Security # Protecting the employees, assets, and facilities of an organization.
- * Security focuses on safeguarding physical and information assets and ensuring workplace safety from external threats.

References:

ISO 31000, "Risk Management Guidelines" (2021).

World Health Organization (WHO), "Workplace Health and Well-Being" (2023).

Occupational Safety and Health Administration (OSHA), General Duty Clause (2022).

Society for Human Resource Management (SHRM), "Guide to Workplace Security Practices" (2022).
Chartered Institute of Personnel and Development (CIPD), "Workplace Health and Safety" (2022).

NEW QUESTION # 40

Which of the following is a major advantage of delivering training through virtual formats in a multinational company?

- A. Allows for greater flexibility and accessibility.
- B. Reduces the need for physical training spaces.
- C. Enhances face-to-face interaction among employees.
- D. Minimizes travel costs for international employees.

Answer: A

Explanation:

Virtual training formats allow for greater flexibility and accessibility, enabling employees from different locations to participate without the need for travel, thus saving time and costs.

NEW QUESTION # 41

Sarah is an HR manager looking to enhance her recruitment strategy. She decides to implement an employee referral program. What should be her primary focus to ensure its success?

- A. Promote company culture and values
- B. Increase the recruitment budget
- C. Focus on referral incentives
- D. Encourage employee participation and rewards

Answer: D

Explanation:

To ensure the success of an employee referral program, Sarah should focus on encouraging employee participation and offering rewards. Motivating employees to refer candidates by providing incentives can lead to higher engagement and more qualified referrals.

NEW QUESTION # 42

Fill in the blank: Orientation programs typically include _____ to familiarize new employees with the company's procedures and policies.

- A. Training sessions
- B. Performance appraisals
- C. Onboarding logistics
- D. Health and safety training

Answer: A

Explanation:

Orientation programs typically include training sessions to familiarize new employees with the company's procedures and policies, ensuring they understand their roles and responsibilities.

NEW QUESTION # 43

In which of the following types of separation does an employee quit after finding a higher paying job?

- A. Voluntary
- B. Involuntary
- C. Redundancy
- D. Downsizing

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

Voluntary separation occurs when an employee chooses to leave the organization, such as resigning to take a higher-paying job elsewhere. This is distinct from involuntary separation, where the employer initiates the termination.

* Option A (Downsizing): This is an involuntary separation due to organizational restructuring.

* Option B (Voluntary): Correct, as the employee is choosing to leave for a better opportunity.

* Option C (Redundancy): This is an involuntary separation due to a role being eliminated.

Reference: aPHRi knowledge domain - Employee Relations: Types of employee separations, including voluntary separation.=====

NEW QUESTION # 44

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