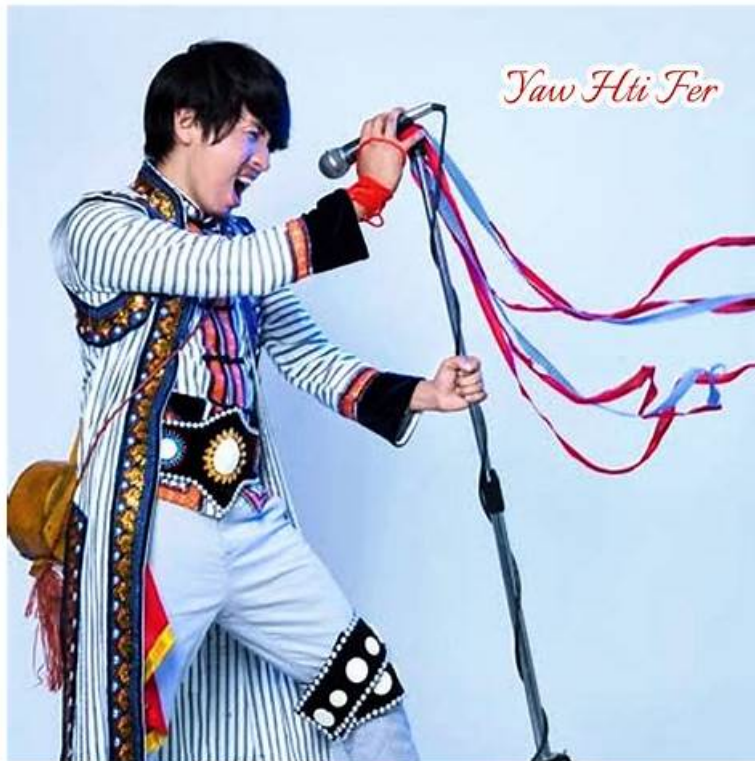# Hot aPHRi High Quality 100% Pass | High Pass-Rate aPHRi: Associate Professional in Human Resources - International 100% Pass

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HRCI Associate Professional in Human Resources - International Sample

Questions (Q55-Q60):

NEW QUESTION # 55
Which of the following is a reason why HR should monitor internal social platforms?

- A. To gauge the employee morale
- B. To gauge employee absenteeism
- C. To encourage social behaviors
- D. To encourage self-management

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
Internal social platforms (e.g., company intranets, chat tools) provide a space for employees to interact and share feedback. HR should monitor these platforms to gauge employee morale, as they can reveal sentiments, concerns, or trends in engagement that might not surface through formal channels like surveys.
* Option A (To encourage self-management):Monitoring does not directly encourage self-management.
* Option B (To encourage social behaviors):Monitoring is not about encouraging behavior but observing it.
* Option C (To gauge employee absenteeism):Absenteeism is tracked through attendance records, not social platforms.

NEW QUESTION # 56
An employee reports feeling unsafe due to inadequate lighting in the parking lot. What immediate action should the HR department take?

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

Answer: D

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 # 57
What is a crucial first step in the risk identification process within a workplace?

- A. Implementing safety measures
- B. Analyzing past incidents
- C. Conducting a risk assessment
- D. Reviewing safety policies

Answer: C

Explanation:
Conducting a risk assessment is a crucial first step in the risk identification process. This involves evaluating the workplace to identify potential hazards and assess the likelihood and impact of these risks.

NEW QUESTION # 58
Which of the following actions should be prioritized when addressing a potential incident of employee violence?

- A. Conducting a threat assessment and taking preventive measures.
- B. Offering mediation between the employees involved.
- C. Providing additional security at the workplace.
- D. Notifying law enforcement immediately.

Answer: A

Explanation:
Conducting a threat assessment and taking preventive measures should be prioritized when addressing potential employee violence. This involves evaluating the severity of the threat and implementing steps to mitigate any risks, ensuring the safety of all employees.

NEW QUESTION # 59
Which of the following is appropriate to include on the careers page of an organization's website?

- A. Internal staff notices
- B. Financial statements
- C. List of products
- D. Benefit information

Answer: D

Explanation:
Comprehensive and Detailed in Depth Explanation:
The careers page of an organization's website is designed to attract potential candidates by showcasing job opportunities and reasons to join the company. Including benefit information (e.g., health insurance, vacation time) is appropriate because it highlights the total rewards package, making the organization more appealing to job seekers.
* Option A (Internal staff notices):These are for current employees, not external candidates, and are not appropriate for a careers page.
* Option B (List of products):This belongs on a product or services page, not the careers page.
* Option C (Financial statements):These are for investors or stakeholders, not job candidates.

NEW QUESTION # 60

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