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HRCI Associate Professional in Human Resources - International Sample Questions (Q38-Q43):

NEW QUESTION # 38
What is the first step an HR professional should take when an employee reports difficulties accessing their pension benefits?

- A. Immediately escalate the issue to senior management.

- B. Ensure the pension plan complies with all local regulations.
- C. Advise the employee to consult with a financial advisor.
- D. Review the employee's pension plan details and contact the provider.

Answer: D

Explanation:
Reviewing the employee's pension plan details and contacting the provider is essential to identify and resolve access issues promptly, ensuring the employee receives the benefits they are entitled to.

NEW QUESTION # 39
What type of organizational structure is characterized by having few or no levels of middle management?

- A. Matrix
- B. Tall
- C. Flat
- D. Hierarchical

Answer: C

Explanation:
A flat organizational structure is characterized by having few or no levels of middle management between staff and executives. This structure promotes faster decision-making and more direct communication.

NEW QUESTION # 40
Which of the following is a key benefit of setting clear and measurable goals in performance management?

- A. Ensures all employees are treated equally.
- B. Provides direction and benchmarks for success.
- C. Limits creativity and innovation in tasks.
- D. Encourages competition among employees.

Answer: B

Explanation:
Providing direction and benchmarks for success helps employees understand what is expected of them and allows for measurable progress towards their goals, enhancing overall performance management.

NEW QUESTION # 41
Which of the following methods is commonly used to screen applicants based on their qualifications and experience?

- A. Group interviews
- B. Reference checks
- C. Personality tests
- D. Resume reviews

Answer: D

Explanation:
Resume reviews are a common method used to screen applicants based on their qualifications and experience, allowing employers to match candidates with job requirements.

NEW QUESTION # 42
A company wants to ensure their job postings comply with legal standards. They carefully review the language used to avoid any discriminatory terms. What aspect of job posting does this scenario describe?

- A. Reviewing job titles and descriptions for bias

- B. Ensuring compliance with employment laws
- C. Using inclusive and non-discriminatory language
- D. Providing detailed job descriptions

Answer: B

Explanation:
Ensuring compliance with employment laws in job postings involves reviewing the language to avoid discriminatory terms, which is crucial for maintaining fairness and legality in hiring.

NEW QUESTION # 43

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