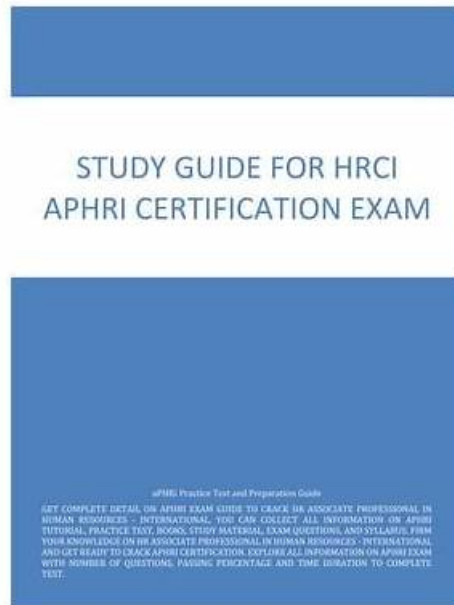


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HRCI Associate Professional in Human Resources - International Sample Questions (Q104-Q109):

NEW QUESTION # 104

A company noticed an increase in ergonomic injuries among office staff. What action should the HR department take to address this risk?

- **A. Conduct ergonomic evaluations**
- B. Implement flexible schedules
- C. Enforce strict dress codes
- D. Promote healthy lifestyles

Answer: A

Explanation:

Conducting ergonomic evaluations can help address the increase in ergonomic injuries among office staff. This involves assessing the workplace setup, employee postures, and equipment used to reduce strain and prevent injuries.

NEW QUESTION # 105

What is a primary function of a Human Resources Information System (HRIS) in managing employee data?

- A. Developing training programs to enhance employee skills
- B. Conducting employee engagement surveys regularly
- **C. Storing and organizing employee information in a centralized database**
- D. Organizing team-building events to boost morale

Answer: C

Explanation:

Storing and organizing employee information in a centralized database is a primary function of an HRIS. This ensures that all employee data is securely stored and easily accessible, facilitating efficient HR operations.

NEW QUESTION # 106

An office building has experienced a security breach. What immediate action should the HR department take to comply with security regulations?

- A. Notify employees about the breach via email.
- B. Install security cameras in all entry and exit points.
- C. File an incident report with local authorities.
- **D. Conduct a thorough investigation and enhance security measures.**

Answer: D

Explanation:

Conducting a thorough investigation and enhancing security measures is the immediate action the HR department should take to comply with security regulations after a security breach. This response helps to identify the cause of the breach and implement measures to prevent future incidents.

NEW QUESTION # 107

What is the initial step an HR professional should take when establishing a feedback system for employees?

- A. Wait for feedback requests from employees.
- B. Establish a top-down feedback approach.
- C. Use anonymous surveys to collect feedback.
- **D. Assess the current feedback culture within the organization.**

Answer: D

Explanation:

Assessing the current feedback culture within the organization is the initial step in establishing a feedback system, as it helps identify existing strengths and areas for improvement, ensuring the system is built on a solid foundation.

NEW QUESTION # 108

What is the best practice for maintaining the confidentiality of employee records within an organization?

- **A. Restricting access to authorized personnel only**
- B. Allowing limited access to everyone
- C. Storing records in locked cabinets
- D. Sharing records only with managers

Answer: A

Explanation:

Restricting access to authorized personnel only is essential for maintaining the confidentiality of employee records. This practice ensures that sensitive information is only accessible by individuals who need it for legitimate business purposes.

NEW QUESTION # 109

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