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## HRCI Associate Professional in Human Resources - International Sample

## Questions (Q109-Q114):

### NEW QUESTION # 109

What type of training focuses on ensuring employees comply with industry regulations and company policies?

Response:

- A. Soft Skills Training
- B. Technical Training
- **C. Compliance Training**
- D. Diversity Training

**Answer: C**

### NEW QUESTION # 110

Fill in the blank: Effective \_\_\_\_\_ are crucial for ensuring that all aspects of a special event run smoothly.

- **A. Communication and coordination.**
- B. Annual performance reviews.
- C. Casual check-ins with attendees.
- D. Team-building exercises.

**Answer: A**

Explanation:

Effective communication and coordination are crucial for ensuring that all aspects of a special event run smoothly. Clear communication among team members and stakeholders helps prevent misunderstandings and ensures that everyone is aware of their responsibilities.

### NEW QUESTION # 111

Providing prompt and accurate responses to employee inquiries about HR policies helps to \_\_\_\_\_.

- **A. Build trust and confidence among employees**
- B. Promote employee wellness programs
- C. Foster a collaborative work environment
- D. Encourage professional development opportunities

**Answer: A**

Explanation:

Providing prompt and accurate responses to employee inquiries about HR policies helps build trust and confidence among employees. When employees know they can rely on HR for accurate information, it fosters a positive relationship and enhances the workplace environment.

### NEW QUESTION # 112

A multinational firm is aiming to enhance its use of exit interviews. How should the HR department approach this task to gather meaningful feedback and improve employee retention?

- A. Ignore feedback that does not align with management's views.
- B. Use only numerical ratings to evaluate responses.
- C. Conduct interviews solely with voluntary participants.
- **D. Analyze trends and identify common themes from the feedback.**

**Answer: D**

Explanation:

Analyzing trends and identifying common themes from the feedback gathered in exit interviews helps HR understand underlying issues and develop strategies to improve employee retention and overall job satisfaction.

### NEW QUESTION # 113

Which practice involves identifying and assessing potential hazards that could harm employees in the workplace?

- A. Safety training
- **B. Risk identification**
- C. Incident reporting
- D. Employee surveys

**Answer: B**

Explanation:

Risk identification involves recognizing and assessing potential hazards that could harm employees in the workplace. It is a proactive approach to managing workplace safety and preventing injuries or incidents.

### NEW QUESTION # 114

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