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## HRCI Associate Professional in Human Resources - International Sample Questions (Q30-Q35):

### NEW QUESTION # 30

Which of the following methods would allow an organization to identify whether conflict is a cause of high turnover in one of its departments? (Select TWO options.)

- A. Performance appraisal
- B. Screening
- C. Survey
- D. Needs analysis
- E. Focus group

**Answer: C,E**

Explanation:

Comprehensive and Detailed in Depth Explanation:

To identify whether conflict is causing high turnover, the organization needs methods that directly collect employee feedback about workplace dynamics.

\* Option A (Survey): Correct, as surveys can ask targeted questions about conflict and its impact on employees' decisions to leave.

\* Option B (Screening): Screening is part of recruitment, not suitable for assessing turnover causes.

\* Option C (Focus group): Correct, as focus groups allow for in-depth discussions with employees to explore conflict as a turnover factor.

\* Option D (Needs analysis): This identifies training gaps, not conflict-related turnover causes.

Reference: aPHRi knowledge domain - Employee Relations: Using surveys and focus groups to assess workplace issues like turnover.

### NEW QUESTION # 31

Tom, a sales manager, receives a yearly bonus based on the overall sales performance of his team. What aspect of pay structure does this scenario illustrate?

- A. Incentive-based compensation
- B. Seniority-based compensation
- C. Flat-rate salary system
- D. Non-monetary rewards

**Answer: A**

Explanation:

Incentive-based compensation is illustrated in Tom's scenario, where he receives a yearly bonus based on the overall sales performance of his team, motivating him and his team to achieve better results.

### NEW QUESTION # 32

A multinational firm is implementing a new training program and needs to manage the distribution of materials. How should the HR department approach this task to ensure timely and accurate delivery?

- A. Allow each department to handle material distribution independently.
- B. Provide materials on the first day of training without prior distribution.
- C. Send materials via email without tracking delivery.
- D. Create a centralized system for tracking and distributing materials.

**Answer: A**

Explanation:

Creating a centralized system for tracking and distributing materials ensures that all participants receive the necessary resources in a timely and accurate manner, supporting the overall success of the training program.

### NEW QUESTION # 33

Which HR metric is used to calculate the average cost incurred to recruit and hire a new employee?

- A. Cost per hire, which includes all expenses related to the hiring process
- B. Job offer rate, the percentage of candidates receiving job offers
- C. Absenteeism rate, tracking employee attendance and punctuality
- D. Employee engagement score, reflecting overall job satisfaction levels

**Answer: A**

Explanation:

Cost per hire is used to calculate the average cost incurred to recruit and hire a new employee. This metric includes all expenses such as advertising, recruitment agency fees, and onboarding costs, providing insight into the financial impact of hiring.

### NEW QUESTION # 34

Which of the following best defines the process of promoting an organization as desirable in the labor market?

- A. Strategic planning
- B. Employment branding
- C. Social influencing
- D. Marketing initiatives

**Answer: B**

Explanation:

Comprehensive and Detailed in Depth Explanation:

Employment branding is the process of promoting an organization as a desirable place to work in the labor market. It involves creating a positive employer image through messaging, culture, and benefits to attract top talent.

\* Option A (Social influencing): This is not a standard HR term and is unrelated to employer branding.

\* Option B (Strategic planning): This is a broader business process, not specific to promoting the organization as an employer.

\* Option C (Marketing initiatives): This refers to product or service marketing, not employer branding.

### NEW QUESTION # 35

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