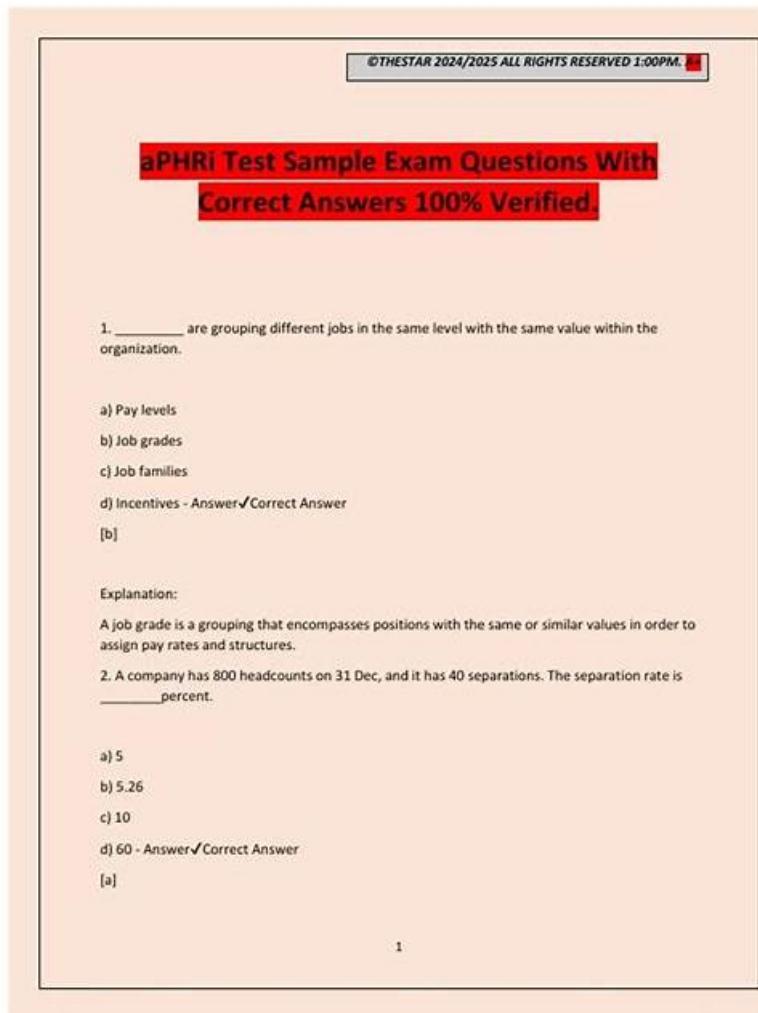


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1. _____ are grouping different jobs in the same level with the same value within the organization.

a) Pay levels
b) Job grades
c) Job families
d) Incentives - Answer✓Correct Answer
[b]

Explanation:
A job grade is a grouping that encompasses positions with the same or similar values in order to assign pay rates and structures.

2. A company has 800 headcounts on 31 Dec, and it has 40 separations. The separation rate is _____ percent.

a) 5
b) 5.26
c) 10
d) 60 - Answer✓Correct Answer
[a]

1

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HRCI Associate Professional in Human Resources - International Sample Questions (Q128-Q133):

NEW QUESTION # 128

Which element is essential to include in an emergency evacuation plan to ensure employee safety?

- A. Informing employees about their job responsibilities.
- **B. Clearly marked evacuation routes and exits.**
- C. Assigning tasks for a new project.
- D. Developing a new marketing strategy.

Answer: B

Explanation:

Clearly marked evacuation routes and exits are essential to include in an emergency evacuation plan to ensure employee safety. These routes help employees quickly and safely leave the building during an emergency, reducing the risk of injury or confusion.

NEW QUESTION # 129

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

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

Answer: B

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 # 130

Which of the following are the main purposes of a total compensation system? (Select TWO options.)

- **A. To retain strong performing employees**
- B. To eliminate turnover for employees
- C. To lead the market in pay and benefits
- D. To have a tool for disciplinary action
- **E. To align employees' pay with organizational goals**

Answer: A,E

Explanation:

Comprehensive and Detailed in Depth Explanation:

A total compensation system includes all forms of pay and benefits (e.g., salary, bonuses, health insurance) provided to employees. Its main purposes are to attract, motivate, and retain talent while ensuring alignment with organizational objectives.

* Option A (To eliminate turnover for employees): While compensation can reduce turnover, "eliminating" it is unrealistic, as turnover can occur for many reasons.

* Option B (To have a tool for disciplinary action): Compensation is not a disciplinary tool; discipline involves other processes.

* Option C (To lead the market in pay and benefits): Leading the market may be a strategy, but it is not a main purpose of a compensation system.

* Option D (To retain strong performing employees): Correct, as a key purpose is to retain talent by offering competitive rewards.

NEW QUESTION # 131

Which of the following is an effective strategy for managing absenteeism in an international organization?

- A. Monitor attendance without enforcing consequences.
- B. Allow flexible work hours without tracking attendance.
- **C. Implement a clear attendance policy with consequences for non-compliance.**
- D. Ignore minor absenteeism issues to maintain morale.

Answer: C

Explanation:

Implementing a clear attendance policy with consequences for non-compliance helps manage absenteeism by setting clear expectations and providing a structured approach to addressing issues, ensuring consistency and fairness.

NEW QUESTION # 132

Sarah is responsible for ensuring her company's hiring practices comply with applicable regulations. What should she prioritize to avoid legal issues?

- **A. Regularly review hiring policies**
- B. Improve job advertisement language
- C. Increase diversity initiatives
- D. Update job descriptions frequently

Answer: A

Explanation:

Regularly reviewing hiring policies helps ensure compliance with applicable regulations. By keeping policies up to date and aligned with current laws, Sarah can avoid potential legal issues and maintain fair hiring practices.

NEW QUESTION # 133

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