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HRCI Associate Professional in Human Resources - International Sample Questions (Q121-Q126):

NEW QUESTION # 121
When resolving workplace conflicts, which factor should HR consider to ensure a fair and effective resolution?

- A. Prioritize quick resolution over thorough investigation.
- B. Implement a one-size-fits-all approach to conflict resolution.
- C. Ensure all parties involved are heard and their perspectives considered.
- D. Focus only on the perspectives of senior management.

Answer: C

Explanation:
Ensuring all parties involved are heard and their perspectives considered is crucial in resolving workplace conflicts fairly, as it

promotes understanding and collaboration, leading to more effective and lasting resolutions.

NEW QUESTION # 122
Compensation surveys are used to:

- A. Identity hiring trends within the industry.
- B. Benchmark pay practices against competitors.
- C. Calculate an organization's return on investment (ROI).
- D. Review an organization's benefits program.

Answer: B

Explanation:
Compensation surveys are designed to:
* Collect data on salaries, benefits, and other compensation components across similar organizations or industries.
* Help organizations compare and align their pay structures with competitors to remain competitive in attracting and retaining talent.
* Explanation of Other Options:
* B. Identify hiring trends: Typically analyzed through labor market studies, not compensation surveys.
* C. Calculate ROI: Involves financial performance metrics, unrelated to compensation surveys.
* D. Review benefits programs: May be included in surveys but is not the primary purpose.
References:SHRM - Employee Termination Best Practices
CIPD - Compensation and Benefits Analysis
ILO - Guidelines for Termination
McKinsey - Employee Skill Development Trends

NEW QUESTION # 123
What is the initial step an HR professional should take when establishing a feedback system for employees?

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

Answer: C

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 # 124
Which of the following advantages do performance appraisals offer an employee?

- A. Financial incentives
- B. Direct feedback
- C. Training objectives

Answer: B

Explanation:
Comprehensive and Detailed in Depth Explanation:
Performance appraisals provide employees with direct feedback on their work, highlighting strengths, areas for improvement, and progress toward goals. This feedback helps employees understand expectations and grow professionally.
* Option A (Direct feedback): Correct, as appraisals offer clear, personalized feedback.
* Option B (Training objectives): While appraisals may identify training needs, this is an outcome, not a direct advantage.
Reference: aPHRi knowledge domain - Talent Development: Benefits of performance appraisals, including feedback for employees.═══════════

NEW QUESTION # 125

Which of the following defines a pay schedule in payroll terminology?

- A. The amount deducted for taxes
- B. The total annual salary divided by months
- C. The total hours worked in a week
- D. The frequency at which employees are paid

Answer: D

Explanation:
The frequency at which employees are paid is defined as the pay schedule in payroll terminology, ensuring regular and consistent payment.

NEW QUESTION # 126

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