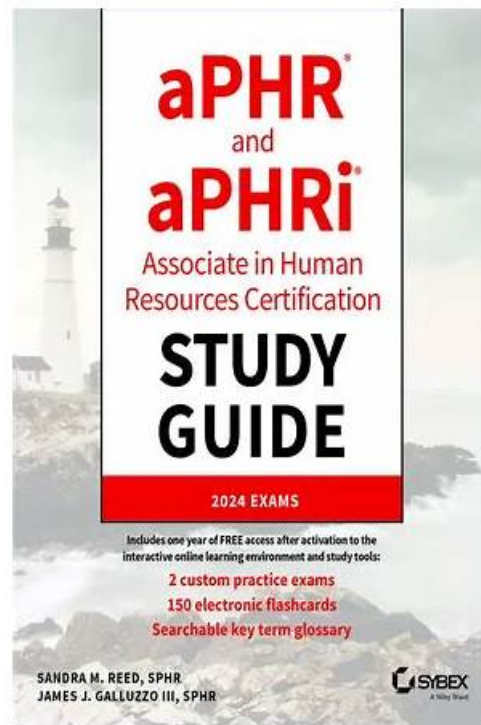


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HRCI Associate Professional in Human Resources - International Sample Questions (Q144-Q149):

NEW QUESTION # 144

Career counseling, application completion, and interviewing skills are examples of:

- A. Outsourcing benefits
- B. Onboarding services
- C. Outplacement services
- D. Work-life balance programs

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

Outplacement services are provided by an organization to support employees who are leaving (e.g., due to layoffs) by helping them transition to new employment. These services often include career counseling, assistance with job applications, and training in interviewing skills to aid the employee's job search.

* Option A (Outsourcing benefits): This refers to delegating benefits administration, not career support.

* Option B (Onboarding services): Onboarding involves integrating new hires, not supporting departing employees.

* Option C (Outplacement services): Correct, as these services directly relate to helping employees find new jobs after separation.

Reference: aPHRi knowledge domain - Employee Relations: Outplacement services as part of offboarding support.

NEW QUESTION # 145

Place the commonly used steps in the employment termination process in order.

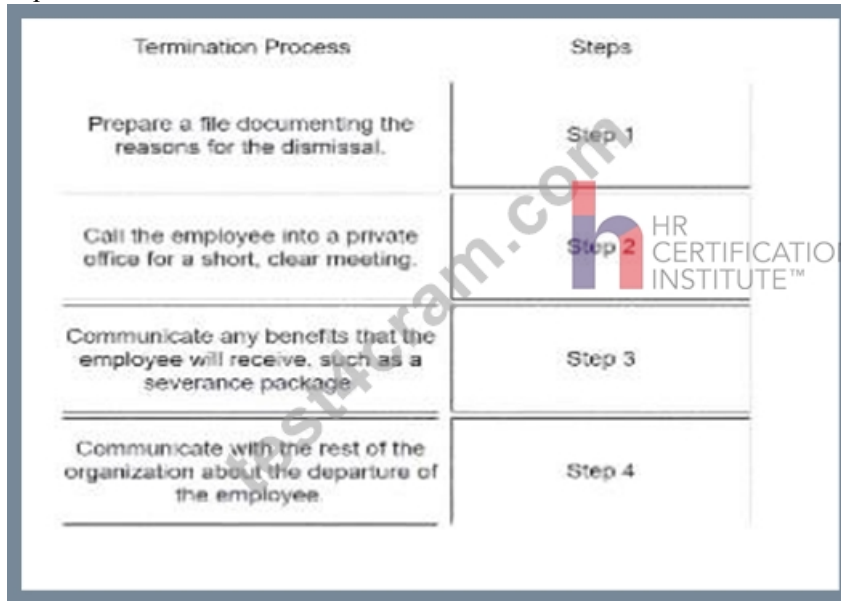
Termination Process	Steps
Call the employee into a private office for a short, clear meeting.	Step 1
Communicate with the rest of the organization about the departure of the employee.	Step 2
Communicate any benefits that the employee will receive, such as a severance package.	Step 3
Prepare a file documenting the reasons for the dismissal.	Step 4

Answer:

Explanation:

Termination Process	Steps
Prepare a file documenting the reasons for the dismissal.	Step 1
Call the employee into a private office for a short, clear meeting.	Step 2
Communicate any benefits that the employee will receive, such as a severance package.	Step 3
Communicate with the rest of the organization about the departure of the employee.	Step 4

Explanation:



Ordered Employment Termination Process:

* Prepare a file documenting the reasons for the dismissal # Step 1

* Explanation: Documentation is the foundation of any termination process. It ensures that the reasons for termination are clear, consistent, and legally compliant. Proper records help protect the organization from potential legal challenges and ensure fairness.

NEW QUESTION # 146

What is a key element in maintaining organizational ethics effectively?

- A. Product innovation
- B. Employee productivity
- C. Customer satisfaction
- **D. Leadership commitment**

Answer: D

Explanation:

Leadership commitment is a key element in maintaining organizational ethics effectively. When leaders demonstrate ethical behavior, it sets a strong example for employees and reinforces the importance of adhering to ethical standards.

NEW QUESTION # 147

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

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

Answer: A,B

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 # 148

An employee who has come to a time where there is little or no possibility of promotion has reached a(n):

- A. Employment conflict
- B. Vesting cliff
- C. Dual career ladder
- D. Career plateau

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

A career plateau occurs when an employee reaches a point in their career where there is little or no opportunity for further promotion or advancement, often due to organizational structure, lack of openings, or the employee's current skill level. This can impact motivation and requires HR to provide alternative development opportunities.

* Option A (Dual career ladder): This is a system allowing employees to advance in technical or managerial tracks, not a lack of promotion.

* Option B (Career plateau): Correct, as it describes the situation where promotion opportunities are limited.

* Option C (Employment conflict): This refers to disputes or issues in the workplace, not a lack of promotion.

Reference: aPHRi knowledge domain - Talent Development: Career development and managing career plateaus.=====

NEW QUESTION # 149

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