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ITEM 1

The structure of an organization is usually described in the form of an organization chart as a means to describe internal:

- A. chain of command.
- B. working structure.
- C. processes and procedures.
- D. interaction between people.

ITEM 2

The main reason exit interview information should be kept separate from personnel files is:

- A. legal reasons.
- B. confidentiality.
- C. reliability.
- D. company policy

ITEM 3

An employee filed a complaint about another employee and is now contacting HR to find out if and how the other person was disciplined. What is the main reason why the HR administrator should not give out that information?

- A. Bias
- B. Privacy
- C. Retaliation
- D. Legal

ITEM 4

Which of the following barriers cause individuals to interpret the same communication differently, depending on previous experiences?

- A. Frames of reference
- B. Selective listening
- C. Value judgements
- D. Source credibility

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HRCI Associate Professional in Human Resources - International Sample Questions (Q169-Q174):

NEW QUESTION # 169

Consider a scenario where an HR manager needs to compare the number of training hours completed by different departments in the last quarter. Which reporting technique would be most effective?

- A. Pie charts, which show proportions of different categories
- B. Scatter plots, which illustrate relationships between data points
- **C. Bar charts, to compare the number of training hours across departments**
- D. Histograms, which show the distribution of numerical values

Answer: C

Explanation:

Bar charts are effective for comparing the number of training hours across departments because they clearly show differences in the amount of training completed by each department. This visual comparison helps in identifying departments that may need additional training.

NEW QUESTION # 170

Which of the following is the best way to share a large volume and variety of employee data?

- A. Bar chart
- B. Histogram
- C. Slideshow
- **D. Spreadsheet**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

A spreadsheet is the best tool for sharing a large volume and variety of employee data because it can organize diverse data (e.g., names, salaries, performance scores) in a structured, tabular format, allowing for easy sorting, filtering, and analysis.

* Option A (Histogram): A histogram is a graphical representation of data distribution, not suitable for sharing raw, varied data.

* Option B (Spreadsheet): Correct, as spreadsheets (e.g., Excel) are designed to handle large, diverse datasets efficiently.

* Option C (Bar chart): A bar chart visualizes data comparisons but cannot handle large, varied datasets comprehensively.

NEW QUESTION # 171

Which action should be taken to maintain security compliance within an organization?

- A. Conducting quarterly social events.
- **B. Implementing strict access controls and monitoring systems.**
- C. Encouraging informal safety discussions among teams.
- D. Rewarding employees for reporting safety violations.

Answer: B

Explanation:

Implementing strict access controls and monitoring systems helps maintain security compliance within an organization. These measures prevent unauthorized access and ensure that all activities are monitored for compliance.

NEW QUESTION # 172

An organization wants to recognize its top performers publicly. What is the most appropriate way to do this?

- A. Provide small, personalized gifts to top performers.
- **B. Hold an annual awards ceremony with public acknowledgments.**
- C. Offer monetary bonuses without public acknowledgment.
- D. Send out a mass email listing the top performers.

Answer: B

Explanation:

Holding an annual awards ceremony with public acknowledgments is the most appropriate way to recognize top performers publicly. This method not only honors the individuals but also sets an example for other employees and fosters a culture of appreciation.

NEW QUESTION # 173

When addressing both employee and employer rights concerning privacy and substance abuse, which factor should HR prioritize to ensure compliance and fairness?

- A. Rely on past practices rather than current laws for guidance.
- B. Prioritize cost savings over employee rights.
- C. Focus on employer rights primarily in policy development.
- **D. Balance the need for a safe workplace with respect for employee privacy.**

Answer: D

Explanation:

Balancing the need for a safe workplace with respect for employee privacy is crucial in addressing both employee and employer rights, ensuring that policies are fair and protect all parties involved.

NEW QUESTION # 174

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