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## HRCI Associate Professional in Human Resources - International Sample Questions (Q96-Q101):

### NEW QUESTION # 96

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

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

**Answer: A**

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 # 97

What is the initial step an HR professional should take when planning to conduct focus groups for employee feedback?

- A. Identify the key topics and objectives of the focus groups.
- B. Standardize the process across all locations.
- C. Implement the process without a clear objective.
- D. Delegate the planning to line managers.

**Answer: A**

Explanation:

Identifying the key topics and objectives of the focus groups is the initial step in planning, ensuring that the discussions are relevant and focused on gathering useful feedback that addresses specific organizational needs.

### NEW QUESTION # 98

Fill in the blank: Regular \_\_\_\_\_ are essential to maintain workplace safety and ensure compliance with health and safety regulations.

- A. Fire drills.
- B. Employee surveys.
- C. Team meetings.
- D. Safety inspections.

**Answer: D**

Explanation:

Regular safety inspections are essential to maintain workplace safety and ensure compliance with health and safety regulations. Inspections help in identifying and mitigating risks before they result in accidents or injuries.

### NEW QUESTION # 99

Which of the following is a document that outlines an organization's policies on legal and ethical standards?

- A. Code of conduct

- B. Conflict of interest
- C. Standard operating procedure
- D. Confidentially agreement

**Answer: A**

Explanation:

A Code of Conduct outlines an organization's policies on legal and ethical standards, defining acceptable behaviors and guiding employees in decision-making.

\* Explanation of Other Options:

\* B. Conflict of interest: Focuses on situations where personal interests may conflict with organizational goals but is part of the broader code of conduct.

\* C. Confidentiality agreement: A legal document ensuring sensitive information is protected, but it doesn't cover comprehensive ethical guidelines.

\* D. Standard operating procedure: Describes step-by-step workflows, unrelated to legal/ethical standards.

### NEW QUESTION # 100

Match each HR tool to its corresponding description

|                        | HR Tool   | Description                                                                         |
|------------------------|-----------|-------------------------------------------------------------------------------------|
| Focus Group Discussion | Drop here | Measures employee feelings related to their pay and responsibilities.               |
| Engagement Survey      | Drop here | Examines specific topics to determine satisfaction at work.                         |
| Stay Interviews        | Drop here | Used to determine what motivates employees to continue working for an organization. |

**Answer:**

Explanation:

|                        | HR Tool                | Description                                                                         |
|------------------------|------------------------|-------------------------------------------------------------------------------------|
| Focus Group Discussion | Engagement Survey      | Measures employee feelings related to their pay and responsibilities.               |
| Engagement Survey      | Focus Group Discussion | Examines specific topics to determine satisfaction at work.                         |
| Stay Interviews        | Stay Interviews        | Used to determine what motivates employees to continue working for an organization. |

Explanation:

Here is the correct matching for each HR tool with its corresponding description:

\* Focus Group Discussion # Examines specific topics to determine satisfaction at work

\* Engagement Survey # Measures employee feelings related to their pay and responsibilities

\* Stay Interviews # Used to determine what motivates employees to continue working for an organization

**Step-by-Step Explanation**  
 \* Focus Group Discussion: This tool involves gathering a small group of employees to discuss specific topics in depth. It helps HR understand employee perspectives on certain issues or areas of satisfaction and dissatisfaction at work.

\* Engagement Survey: Engagement surveys are used to gauge overall employee sentiment regarding various aspects of their job, including pay, responsibilities, and work environment. This tool helps organizations measure the level of employee engagement and areas for improvement.

\* Stay Interviews: Stay interviews focus on understanding why employees choose to remain with the organization and what factors motivate them to continue. These interviews provide insights into retention drivers and potential areas for organizational improvement to retain talent.

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