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HRCI Associate Professional in Human Resources - International Sample Questions (Q107-Q112):

NEW QUESTION # 107

Which of the following functions is most commonly outsourced?

- A. Recruitment
- B. Communication
- C. Selection
- D. Performance management

Answer: A

Explanation:

Why Recruitment is Commonly Outsourced:

* Recruitment often involves a high volume of work that can be effectively managed by third-party agencies specializing in sourcing, screening, and shortlisting candidates.

* Outsourcing reduces time-to-hire, optimizes resources, and leverages external expertise.

Eliminating Incorrect Options:

* A. Communication: A core internal function essential for maintaining organizational culture.

* B. Performance management: Requires internal oversight and alignment with organizational goals.

* C. Selection: Involves critical decision-making typically retained by internal managers.

International HR References:

* SHRM Talent Acquisition Guidelines: Discusses benefits of outsourcing recruitment.

* ISO 30405: Recommends external recruitment practices for efficiency.

NEW QUESTION # 108

A company wants to ensure they select the best candidates for an interview. They review resumes, conduct initial phone interviews, and check references. What is this comprehensive approach to applicant screening called?

- A. One-step screening
- B. Direct screening
- C. Single-phase screening
- D. Multi-step screening

Answer: D

Explanation:

A multi-step screening approach, which includes resume reviews, initial phone interviews, and reference checks, ensures a comprehensive evaluation of candidates before selecting those for an interview.

NEW QUESTION # 109

Consider a scenario where an organization is experiencing high costs associated with hiring new employees. What HR metric should be analyzed to identify areas for cost reduction?

- A. Onboarding satisfaction score, evaluating the onboarding experience
- B. Recruitment source effectiveness, identifying the best channels for hiring
- C. Cost per hire, to assess the total expenses involved in recruiting new hires
- D. Offer acceptance rate, to measure how many candidates accept job offers

Answer: C

Explanation:

Cost per hire should be analyzed when experiencing high costs associated with hiring new employees. By breaking down this metric, HR can identify specific areas where costs can be reduced, such as through more efficient advertising or better negotiation with recruitment agencies.

NEW QUESTION # 110

Why is offering flexible working hours important for improving work-life balance?

- A. To increase productivity
- **B. To accommodate personal commitments**
- C. To reduce employee stress levels
- D. To meet business needs

Answer: B

Explanation:

Offering flexible working hours is important for improving work-life balance as it allows employees to accommodate personal commitments, thereby reducing stress and increasing job satisfaction.

NEW QUESTION # 111

Which of the following methods would allow an organization to identify whether conflict is a cause of high turnover in one of its departments? (Select TWO options.)

- A. Needs analysis
- B. Performance appraisal
- **C. Focus group**
- **D. Survey**
- E. Screening

Answer: C,D

Explanation:

Comprehensive and Detailed in Depth Explanation:

To identify whether conflict is causing high turnover, the organization needs methods that directly collect employee feedback about workplace dynamics.

* Option A (Survey): Correct, as surveys can ask targeted questions about conflict and its impact on employees' decisions to leave.

* Option B (Screening): Screening is part of recruitment, not suitable for assessing turnover causes.

* Option C (Focus group): Correct, as focus groups allow for in-depth discussions with employees to explore conflict as a turnover factor.

* Option D (Needs analysis): This identifies training gaps, not conflict-related turnover causes.

Reference: aPHRi knowledge domain - Employee Relations: Using surveys and focus groups to assess workplace issues like turnover.

NEW QUESTION # 112

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