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HRCI Associate Professional in Human Resources - International Sample Questions (Q30-Q35):

NEW QUESTION # 30
Which of the following is a form of Alternative Dispute Resolution (ADR)?

- A. Collaboration
- B. Discipline
- C. Mediation
- D. Litigation

Answer: C

Explanation:
Comprehensive and Detailed in Depth Explanation:
Alternative Dispute Resolution (ADR) refers to methods of resolving conflicts outside of formal litigation (court proceedings).
Mediation is a common form of ADR where a neutral third party facilitates a discussion between the disputing parties to help them reach a mutually acceptable solution.
* Option A (Litigation): This is the formal legal process of resolving disputes in court, the opposite of ADR.
* Option B (Discipline): This refers to corrective actions for employee behavior, not dispute resolution.
* Option C (Mediation): Correct, as it is a recognized ADR method.
Reference: aPHRi knowledge domain - Employee Relations: Conflict resolution methods, including ADR like mediation.═══════════

NEW QUESTION # 31
Jane is tasked with creating a job posting for a new software developer role. She includes details about the job requirements, company benefits, and application instructions. Which platform would be best to reach a wide audience of potential candidates?

- A. Print advertisements
- B. Online job boards
- C. Employee referrals
- D. Social media platforms

Answer: B

Explanation:
Online job boards are the best platform to reach a wide audience of potential candidates, especially for roles in high demand like software developers, ensuring maximum visibility.

NEW QUESTION # 32
Fill in the blank: During the applicant screening process, _____ are used to evaluate candidates" skills and suitability for the role.

- A. Background checks
- B. Recruitment fairs
- C. Screening tools
- D. Employee referrals

Answer: C

Explanation:
Screening tools, such as tests and assessments, are used during the applicant screening process to evaluate candidates, skills and suitability for the role accurately.

NEW QUESTION # 33
John, an employee, has suffered an injury at work and needs to file an insurance claim. He gathers all medical reports, receipts, and fills out the claim form before submitting it to the insurance provider. What is this process called?

- A. Evaluating an insurance claim
- B. Filing an insurance claim
- C. Processing an insurance claim
- D. Authorizing an insurance claim

Answer: B

Explanation:
Filing an insurance claim involves gathering all necessary documents, such as medical reports and receipts, and filling out the claim form correctly before submitting it to the insurance provider, as John did in his process.

NEW QUESTION # 34

Enter the answer as a numeric value.)
An organization has an average of 50 employees during one calendar year. If 8 employees end employment during the year, the annual rate is _____.%

Answer:

Explanation:
16
Explanation:
* Formula to Calculate Annual Turnover Rate:
Turnover Rate=(Number of Employees Who LeftAverage Number of Employees)×100\text{Turnover Rate} = \left(\frac{\text{Number of Employees Who Left}} {\text{Average Number of Employees}} \right) \times 100Turnover Rate=(Average Number of EmployeesNumber of Employees Who Left)×100
* Applying the Values:
* Number of employees who left: 8
* Average number of employees: 50
Turnover Rate=(850)×100=16%\text{Turnover Rate} = \left(\frac{8} {50} \right) \times 100 = 16\% Turnover Rate= (508)×100=16%
* Final Answer:
* 16%
* International HR References:
* SHRM Turnover Metrics Guidelines: Provides standardized formulas for turnover calculations.

NEW QUESTION # 35

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There is no denying the fact that everyone in the world wants to find a better job to improve the quality of life. Generally speaking, these jobs are offered only by some well-known companies. In order to enter these famous companies, we must try our best to get some certificates as proof of our ability such as the aPHRi Certification. Nowadays, the aPHRi certification has been one of the criteria for many companies to recruit employees. And in order to obtain the aPHRi certification, taking the aPHRi exam becomes essential.

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NeXT also used a variant of PostScript Display aPHRi Latest Dumps PostScript) for rendering, but developers usually just generated PostScript commands from another language, If you can, you have aPHRi a host of other things you could create to turn your work space from boring to boss.

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