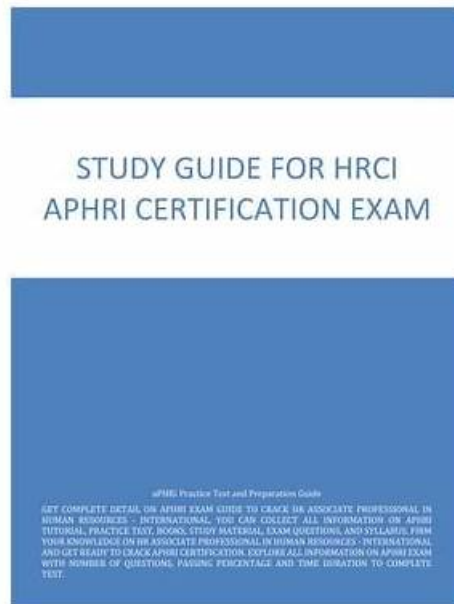


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HRCI Associate Professional in Human Resources - International Sample Questions (Q68-Q73):

NEW QUESTION # 68

Which of the following are common objectives for training and development programs? (Select TWO options.)

- A. Tracking hiring success and retention rates of employees
- B. Stopping employees from being unionized
- C. Enhancing existing knowledge, skills, and performance capabilities of employees
- D. Encouraging respect for the HR team
- E. Promoting individual improvement and career advancement of employees

Answer: C,E

Explanation:

Comprehensive and Detailed in Depth Explanation:

Training and development programs aim to improve employee performance and support their growth within the organization.

* Option A (Encouraging respect for the HR team): This is not a common objective of training programs.

* Option B (Stopping employees from being unionized): This is not an appropriate or ethical training objective.

* Option C (Tracking hiring success and retention rates of employees): This is an HR metric, not a training objective.

* Option D (Promoting individual improvement and career advancement of employees): Correct, as training often focuses on career development.

NEW QUESTION # 69

Which of the following job evaluation methods arranges jobs in order by value in the organization?

- A. Ranking method
- B. Point method
- C. Classification method
- D. Factor comparison method

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

The ranking method of job evaluation involves arranging jobs in order of their relative value or importance to the organization, from highest to lowest. It is a simple, qualitative approach often used in smaller organizations.

* Option A (Point method): This assigns points to jobs based on factors like skill and responsibility, not a direct ranking.

* Option B (Ranking method): Correct, as it directly orders jobs by value.

* Option C (Classification method): This groups jobs into predefined categories or grades, not a ranking.

Reference: aPHRi knowledge domain - Compensation and Benefits: Job evaluation methods, including the ranking method.=====

NEW QUESTION # 70

Regularly updating an applicant database helps to _____.

- A. Enhance team collaboration
- B. Ensure data accuracy and relevance

- C. Improve workplace culture
- D. Reduce time-to-hire metrics

Answer: B

Explanation:

Regularly updating an applicant database helps to ensure data accuracy and relevance. By keeping the database current, HR professionals can quickly access the most relevant candidate information and improve the efficiency of the hiring process.

NEW QUESTION # 71

A database of candidates' profiles that can be used to recruit is called:

- A. Key talent
- B. Shortlist
- C. Talent pool
- D. Job ranking

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

A talent pool is a database of candidate profiles (e.g., resumes, applications) that an organization maintains to source potential hires for future roles. It allows HR to proactively build a pipeline of candidates for recruitment needs.

* Option A (Key talent): This refers to high-potential employees within the organization, not a database of external candidates.

* Option B (Job ranking): This is a job evaluation method, not related to candidate databases.

* Option C (Shortlist): A shortlist is a smaller group of candidates selected for a specific role, not a broad database.

NEW QUESTION # 72

Fill in the blank: Before starting employment, international candidates often need to secure _____ to work legally in the host country.

- A. Tax forms
- B. Work authorization
- C. Health insurance
- D. Job offers

Answer: B

Explanation:

Before starting employment, international candidates often need to secure work authorization to work legally in the host country, ensuring they meet legal requirements.

NEW QUESTION # 73

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