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HRCI Associate Professional in Human Resources - International Sample Questions (Q145-Q150):

NEW QUESTION # 145
Standards of behavior that are informal guidelines for employees are called:

- A. Norms
- B. Job descriptions
- C. Processes
- D. Policies

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
Norms are informal standards of behavior that develop within a group or organization over time. They guide how employees interact, make decisions, and conduct themselves in the workplace, often reflecting the organization's culture. Unlike formal policies, norms are unwritten and evolve organically.
* Option A (Norms):Correct, as norms are informal behavioral guidelines.
* Option B (Policies):Policies are formal, written rules, not informal guidelines.
* Option C (Processes):Processes are structured steps to complete tasks, not behavioral standards.

NEW QUESTION # 146
Which of the following best reinforces compliance in an organization?

- A. Clear policies and procedures
- B. Annual benchmarking
- C. Reliable human resource information system (HRIS)
- D. Strong data privacy and security

Answer: A

Explanation:
Comprehensive and Detailed in Depth Explanation:
Clear policies and procedures provide employees with explicit guidelines on expected behaviors, legal requirements, and organizational standards. They reinforce compliance by ensuring everyone understands the rules and consequences of non-compliance.
* Option A (Annual benchmarking):This compares practices to industry standards, not directly reinforcing compliance.
* Option B (Clear policies and procedures):Correct, as they directly promote adherence to rules and laws.
* Option C (Strong data privacy and security):This supports compliance in specific areas (e.g., GDPR), but it is not the broadest method.

NEW QUESTION # 147
In employee relations, what does the term "whistleblowing" refer to?
Response:

- A. Conducting exit interviews
- B. Negotiating labor union contracts
- C. Reporting unethical behavior within the organization
- D. Encouraging team-building activities

Answer: C

NEW QUESTION # 148
Which of the following types of interview methods allows for representation from multiple departments?

- A. Structured
- B. Situational
- C. Matrix
- D. Panel

Answer: D

Explanation:
Comprehensive and Detailed in Depth Explanation:
A panel interview involves multiple interviewers, often from different departments, who collectively assess a candidate. This method ensures diverse perspectives (e.g., HR, the hiring department, and other relevant teams) and is commonly used to evaluate candidates for roles that impact multiple areas of the organization.
* Option A (Matrix):This is not a standard interview method; it may refer to a matrix organizational structure.
* Option B (Structured):A structured interview uses a set list of questions but does not inherently involve multiple departments.
* Option C (Panel):Correct, as it involves interviewers from various departments.

NEW QUESTION # 149
What is the first step an HR professional should take when a new regulation affecting employee training programs is introduced in a country where the company operates?

- A. Inform employees of the changes without altering programs.
- B. Wait for further clarification from local authorities.
- C. Ignore minor regulatory changes and focus on major ones.
- D. Review the new regulation and consult with legal experts.

Answer: D

Explanation:
Reviewing the new regulation and consulting with legal experts is essential to fully understand the implications of the new law and how to integrate it into the company's training programs.

NEW QUESTION # 150
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