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HRCI Associate Professional in Human Resources - International Sample Questions (Q48-Q53):

NEW QUESTION # 48

An employee hired for a specific project with no guarantee of ongoing employment is classified as a _____.

- A. Part-time
- B. Full-time
- C. Hourly
- D. Contractor

Answer: D

Explanation:

A contractor is someone hired for a specific project with no guarantee of ongoing employment. Contractors often have specialized skills and are paid based on the completion of their projects rather than on a regular salary basis.

NEW QUESTION # 49

A primary purpose of internet policies is to:

- A. Ensure the employees have secure access
- B. Protect information shared within and outside of the organization
- C. Reduce frequency of communication in the organization
- D. Create a structure for disciplinary procedures

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

Internet policies outline acceptable use of the organization's internet resources, including email, browsing, and file sharing. A primary purpose is to protect information shared within and outside the organization by preventing data breaches, ensuring confidentiality, and mitigating risks like malware or unauthorized disclosures.

* Option A (Ensure the employees have secure access): While secure access is important, it is a technical aspect, not the primary purpose of the policy.

* Option B (Reduce frequency of communication in the organization): Internet policies do not aim to reduce communication; they regulate it.

* Option C (Create a structure for disciplinary procedures): This is a secondary outcome, not the primary purpose.

NEW QUESTION # 50

A company's security system was compromised, resulting in the theft of sensitive information. What should be the first step in mitigating the impact of this cyber crime?

- A. Conduct a thorough investigation to identify the breach source.
- B. Notify affected stakeholders and begin damage control measures.
- C. Announce the breach to the entire company without delay.
- D. Upgrade security systems to prevent future breaches.

Answer: A

Explanation:

Conducting a thorough investigation to identify the breach source is the first step in mitigating the impact of a cyber crime.

Understanding how the security system was compromised allows the company to address vulnerabilities and prevent similar incidents in the future.

NEW QUESTION # 51

An organization's mission is the:

- A. Shared beliefs of the people in the organization
- B. Plan of action to achieve the goals of the organization
- C. Values of internal and external stakeholders
- D. Fundamental purpose of the organization

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

An organization's mission statement defines its fundamental purpose-why it exists and what it aims to achieve in the long term. It provides a clear direction for the organization's activities and aligns employees with its core objectives.

- * Option A (Plan of action to achieve the goals of the organization): This describes a strategy or operational plan, not the mission.
- * Option B (Fundamental purpose of the organization): Correct, as the mission articulates the organization's reason for being.
- * Option C (Shared beliefs of the people in the organization): This refers to organizational culture, not the mission.

Reference: aPHRi knowledge domain - HR Operations: Understanding organizational mission, vision, and values.=====

NEW QUESTION # 52

A multinational company discovers that some of its training programs are not compliant with local regulations in one of its regions. Describe the steps an HR manager should take to address and rectify this issue.

- A. Implement training without consulting legal advisors.
- B. **Conduct a compliance audit and revise non-compliant programs.**
- C. Use external consultants to oversee compliance.
- D. Centralize training programs to ensure uniformity.

Answer: B

Explanation:

Conducting a compliance audit and revising non-compliant programs allows the HR manager to identify areas of non-compliance, take corrective actions, and ensure all training programs meet local regulatory standards.

NEW QUESTION # 53

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