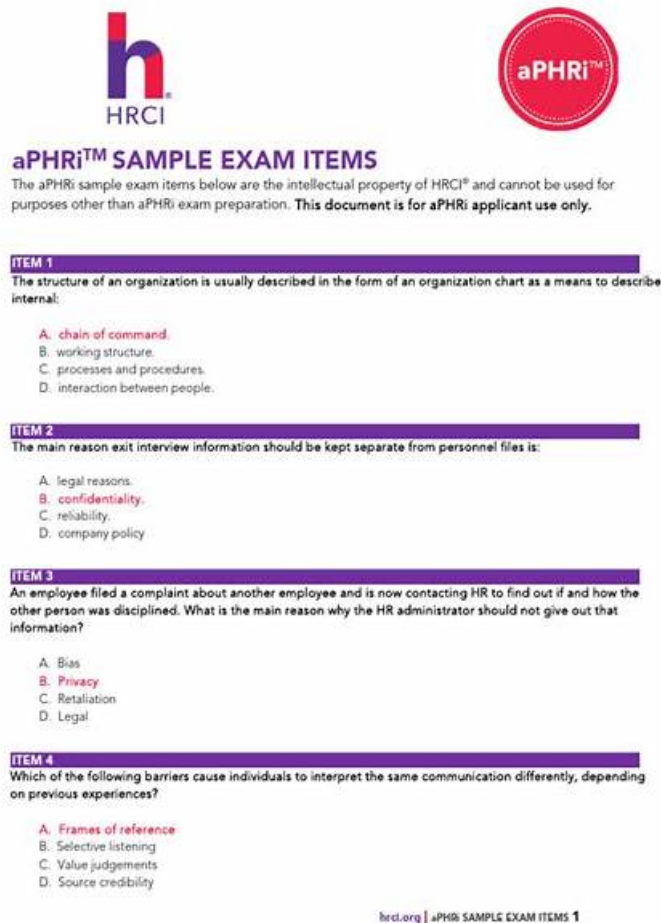


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最新的 HR Certification Institute aPHRi 免費考試真題 (Q47-Q52):

問題 #47

Which of the following examples could be included in an employee benefit package?

- A. Sales commission
- B. Overtime pay
- **C. Time-off pay**
- D. Performance bonus

答案: C

解題說明:

Comprehensive and Detailed in Depth Explanation:

An employee benefit package typically includes non-wage compensation provided to employees, such as health insurance, retirement plans, and paid time off. Time-off pay (e.g., vacation or sick leave) is a common benefit that supports work-life balance.

* Option A (Time-off pay): Correct, as it is a standard employee benefit.

* Option B (Performance bonus): This is a form of variable pay, not a benefit, as it is tied to performance.

* Option C (Sales commission): This is also variable pay, not a benefit, as it depends on sales results.

問題 #48

What type of communication is most effective for conveying immediate and complex information during a team meeting?

- A. Visual communication
- B. Email communication
- **C. Oral communication**
- D. Written communication

答案: C

解題說明:

Oral communication is most effective for conveying immediate and complex information during a team meeting. It allows for real-time interaction, clarification, and feedback, making it ideal for dynamic discussions.

問題 #49

The most common way to source passive job candidates is to use:

- A. Radio advertisement
- **B. Professional associations.**
- C. An internal posting
- D. A job fair

答案: B

解題說明:

Professional associations are one of the most common ways to source passive job candidates, as they often house directories, forums, and networking opportunities for experienced professionals who are not actively seeking jobs but are open to discussions.

* Why Professional Associations (A) is Correct:

* Professional associations are one of the most effective ways to source passive candidates, as they are typically composed of individuals who are already employed and engaged in their respective industries or professions. These associations provide networking opportunities, industry events, and specialized job boards where recruiters can identify and connect with high-caliber talent who may not be actively looking for new roles.

Reference: According to SHRM's "Guide to Passive Candidate Recruitment" (2022), professional associations are cited as a leading source for engaging passive talent.

Why Not Job Fair (B):

Job fairs primarily target active job seekers, such as recent graduates or individuals actively looking for new opportunities. Passive candidates typically do not attend job fairs.

Reference: CIPD, "Recruitment Strategies for Active vs Passive Talent" (2023).

Why Not Internal Posting (C):

Internal postings are aimed at existing employees within the organization, not passive candidates who are external to the company. While useful for internal mobility, they do not address external talent sourcing.

Reference: Harvard Business Review, "Internal vs External Recruitment" (2021).

Why Not Radio Advertisement (D):

Radio advertisements are generally broad and target a mass audience, making them less effective for reaching the skilled and selective passive job candidate pool.

Reference: SHRM, "Effectiveness of Recruitment Media Channels" (2022).

Final Justification:

Professional associations are a targeted and industry-specific method for sourcing passive candidates, making them the most effective option in this scenario.

References:

Society for Human Resource Management (SHRM), "Guide to Passive Candidate Recruitment" (2022).

Chartered Institute of Personnel and Development (CIPD), "Recruitment Strategies for Active vs Passive Talent" (2023).

Harvard Business Review, "Internal vs External Recruitment" (2021).

SHRM, "Effectiveness of Recruitment Media Channels" (2022).

WorkdatWork, "Best Practices in Talent Sourcing" (2021).

問題 #50

Fill in the blank: Effective _____ is crucial for ensuring that all participants are available and prepared for the interview.

- A. Technical setup
- B. Venue arrangement
- C. Scheduling coordination
- D. Candidate evaluation

答案： C

解題說明：

Effective scheduling coordination is crucial for ensuring that all participants are available and prepared for the interview, making the process efficient and organized.

問題 #51

During a confrontation between two employees that escalates into physical violence, what should be the first step taken by a manager on the scene?

- A. Call for a company-wide meeting to discuss the incident.
- B. Document the incident and report it to upper management.
- C. Issue a warning to both employees and continue with regular operations.
- D. Separate the individuals involved and ensure everyone's safety.

答案： D

解題說明：

Separating the individuals involved and ensuring everyone's safety is the first step a manager should take during a confrontation that escalates into physical violence. This immediate action helps to de-escalate the situation and protect all parties from further harm.

問題 #52

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