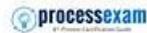
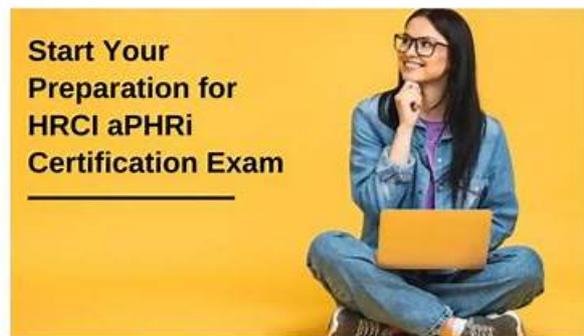


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HRCI Associate Professional in Human Resources - International Sample Questions (Q95-Q100):

NEW QUESTION # 95

Consider a scenario where a tech company aims to become a market leader in sustainable technology solutions. To achieve this, it sets a business goal to reduce its carbon footprint by 50% within five years. Which aspect of the organizational strategy is being demonstrated in this scenario?

- A. Stakeholder engagement
- B. Operational efficiency improvements
- C. Corporate social responsibility
- D. Vision alignment

Answer: D

Explanation:

Vision alignment is demonstrated in this scenario as the company sets a goal to reduce its carbon footprint, which directly ties to its vision of becoming a market leader in sustainable technology solutions. This alignment ensures that the company's actions are in line with its long-term strategic objectives.

NEW QUESTION # 96

Place the succession planning process steps in the correct order.

Answer:

Explanation:

Explanation:

Here is the correct order for the succession planning process steps:

- * Establish present and future leadership roles
- * Identify high-potential employees
- * Evaluate the performance of high-potential employees
- * Build and review development plans
- * Assess the effectiveness of the planning process

This order follows the logical progression in succession planning, starting with defining leadership needs, identifying potential successors, assessing their capabilities, developing them, and finally evaluating the process to ensure effectiveness.

Step 1: Establish Present and Future Leadership Roles

The first step in succession planning is to identify the key leadership roles within the organization that need to be filled now or may need filling in the future. This includes both current leadership positions and potential roles that may emerge as the organization grows or changes. According to HRCI guidelines, defining these roles helps HR and leadership understand the skills, competencies, and experiences required for each position, providing a foundation for succession planning.

Step 2: Identify High-Potential Employees

Once the roles are defined, the next step is to identify employees who have the potential to take on these leadership roles. High-potential employees are those who demonstrate strong performance, leadership abilities, and the capacity to grow within the organization. Identifying such employees early allows the organization to focus on individuals who can be groomed for future roles. HRCI emphasizes that identifying high-potential employees is critical to ensure a pool of ready candidates for succession.

Step 3: Evaluate the Performance of High-Potential Employees

After identifying high-potential employees, it's essential to evaluate their current performance in their existing roles. This step involves assessing their competencies, leadership skills, and readiness for more responsibility.

Evaluation can be done through performance reviews, feedback from supervisors, and assessment tools.

According to HRCI, this step helps organizations ensure that candidates have a solid track record and possess the qualities needed to succeed in more demanding roles.

Step 4: Build and Review Development Plans

With evaluations complete, the next step is to create tailored development plans for each high-potential employee. Development plans may include training, mentoring, stretch assignments, and other growth opportunities. The goal is to close skill gaps and prepare these employees for the demands of leadership roles.

HRCI advises that development plans should be regularly reviewed and adjusted based on the employee's progress and any changes in the organization's needs.

Step 5: Assess the Effectiveness of the Planning Process

The final step is to evaluate the succession planning process itself to determine its effectiveness. This involves assessing whether the

high-potential employees are developing as expected, if the development plans are achieving the desired results, and if the organization is prepared for potential leadership transitions. According to HRCI, assessing the process helps identify areas for improvement and ensures that the succession plan aligns with the organization's long-term goals.

NEW QUESTION # 97

A job evaluation that compares salary to external factors is known as:

- A. Content-based
- B. Ranking
- C. Market-based
- D. Pay grade

Answer: C

Explanation:

A market-based job evaluation assesses salary levels by comparing them to external market factors, such as industry salary surveys, to ensure competitive compensation. This approach aligns an organization's pay practices with external market standards.

* Explanation of Other Options:

- * A. Ranking: Compares jobs internally within an organization.
- * B. Pay grade: Groups jobs into pay bands but doesn't assess external market factors.
- * D. Content-based: Focuses on job responsibilities and skills rather than external factors.

NEW QUESTION # 98

Which employment law prohibits discrimination based on race, color, religion, sex, or national origin in the United States?

Response:

- A. Occupational Safety and Health Act (OSHA)
- B. Civil Rights Act of 1964
- C. Americans with Disabilities Act (ADA)
- D. Family and Medical Leave Act (FMLA)

Answer: B

NEW QUESTION # 99

A company needs to report the termination of an employee who was let go due to downsizing. What information is critical to include in this workforce report?

- A. Internal communication strategies and feedback mechanisms
- B. Development and career advancement opportunities
- C. Impact on team dynamics and workload distribution
- D. Reasons for involuntary termination, including downsizing details

Answer: D

Explanation:

Reasons for involuntary termination, including downsizing details, are critical to include in a workforce report when an employee is let go. This ensures transparency and compliance with legal requirements, and helps in workforce planning and analysis.

NEW QUESTION # 100

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