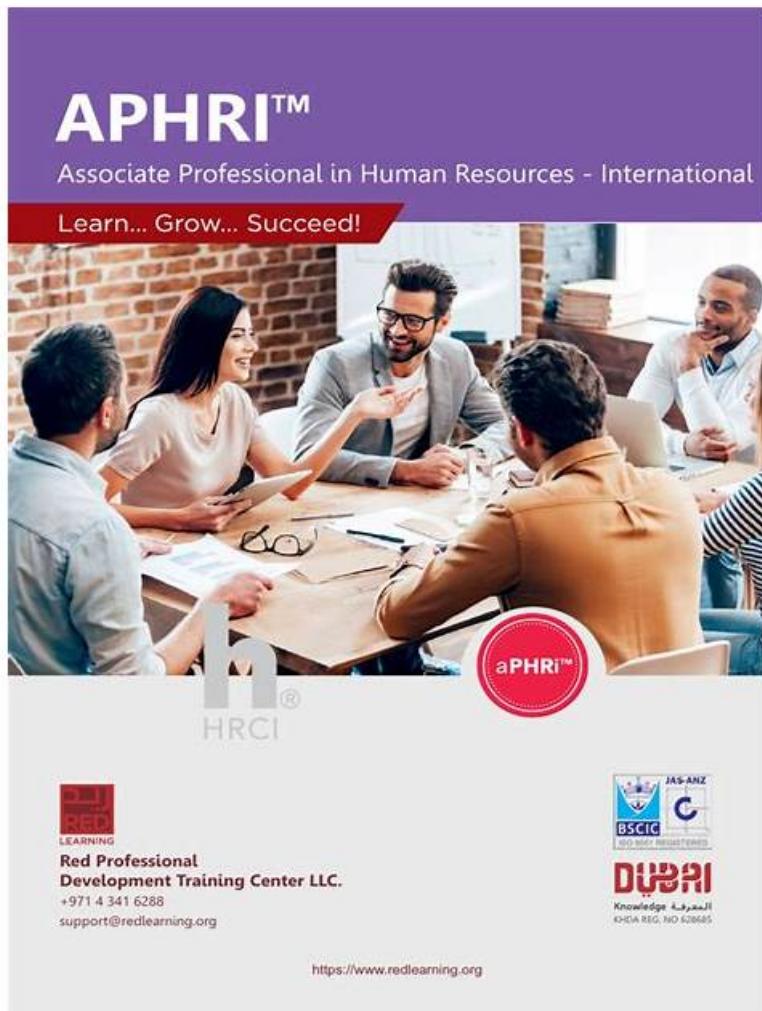


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HRCI Associate Professional in Human Resources - International Sample Questions (Q122-Q127):

NEW QUESTION # 122

Tom's company is expanding rapidly, and he needs advice on scaling their HR operations efficiently. What type of external HR service provider should Tom consult?

- A. Benefits brokers
- B. Payroll providers
- C. Recruitment firms
- D. **HR consultants**

Answer: D

Explanation:

HR consultants provide advice on scaling HR operations efficiently during rapid company expansion. They help design strategies and implement processes that support organizational growth and manage the increased HR demands.

NEW QUESTION # 123

An organization is evaluating its annual financial performance to determine budget allocations for the next year. Which business function is responsible for providing the necessary financial reports and analyses?

- A. Customer service
- B. Operations
- C. **Accounting**
- D. Finance

Answer: C

Explanation:

Accounting is responsible for providing the necessary financial reports and analyses to evaluate the company's annual financial performance and determine budget allocations for the next year. This function ensures accurate financial reporting and compliance with regulations.

NEW QUESTION # 124

What is the most effective strategy for improving employee relations within an organization?

- A. Increasing salaries across the board.
- B. Implementing a strict dress code.
- C. Mandating weekend work for all employees.
- D. **Promoting open communication and feedback.**

Answer: D

Explanation:

Promoting open communication and feedback is the most effective strategy for improving employee relations within an organization. This approach fosters trust, ensures employees feel heard, and allows management to address concerns proactively.

NEW QUESTION # 125

A company's business goals should be aligned with its _____ to ensure consistent progress towards achieving its overall mission and vision.

- A. financial performance metrics
- B. customer feedback mechanisms
- C. **mission and vision statements**
- D. employee engagement surveys

Answer: C

Explanation:

A company's business goals should be aligned with its mission and vision statements to ensure consistent progress towards achieving its overall mission and vision. This alignment ensures all efforts are directed towards the same overarching purpose.

NEW QUESTION # 126

What is the most effective way to prevent data theft in the workplace?

- A. Allowing unrestricted access to all data.
 - B. **Implementing robust encryption protocols and access controls.**
 - C. Storing sensitive information in unlocked cabinets.
 - D. Relying solely on antivirus software.

Answer: B

Explanation:

Implementing robust encryption protocols and access controls is the most effective way to prevent data theft in the workplace.

Encryption ensures that even if data is accessed by unauthorized individuals, it remains unreadable, while access controls restrict who can view or modify sensitive information.

NEW QUESTION # 127

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