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# HRCI Associate Professional in Human Resources - International Sample Questions (Q31-Q36):

#### **NEW QUESTION #31**

Fill in the blank: Regular are necessary to test and improve workplace emergency procedures.

- A. Performance reviews.
- B. Emergency drills.
- C. Social events.
- D. Monthly team meetings.

#### Answer: B

#### Explanation:

Regular emergency drills are necessary to test and improve workplace emergency procedures. These drills allow employees to practice their responses to emergencies, helping to identify any weaknesses in the plan and ensuring everyone knows what to do in a real situation.

#### **NEW OUESTION #32**

What is a critical component of HR administration that ensures consistency and fairness in managing employee relations?

- A. Implementing standardized policies
- B. Increasing salary budgets
- C. Enhancing marketing campaigns
- D. Expanding workforce diversity

#### Answer: A

#### Explanation:

Implementing standardized policies is crucial in HR administration to ensure consistency and fairness in managing employee relations. This approach helps in maintaining uniformity in handling various HR matters and fosters a fair work environment.

#### **NEW QUESTION #33**

Maria works 40 hours a week and is paid a set salary regardless of the number of hours she works beyond this. What type of job classification does she fall under?

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

#### Answer: C

#### Explanation:

Salary employees receive a fixed amount of pay regardless of the number of hours they work each week. This classification typically applies to full-time employees who are expected to complete their job duties without regard to the number of hours worked.

#### **NEW QUESTION #34**

Which of the following is most likely to be included in a new employee orientation handbook?

- A. Top performers of the organization
- B. Change management process
- C. Budget statements
- D. Organizational chart

#### Answer: D

### Explanation:

Comprehensive and Detailed in Depth Explanation:

A new employee orientation handbook is designed to help new hires understand the organization, its structure, policies, and expectations. It typically includes information that helps employees integrate into the workplace, such as the company's mission, values, policies, benefits, and structure. An organizational chart is a common inclusion because it visually represents the company's hierarchy, helping new employees understand reporting lines and departmental structures.

- \* Option A (Top performers of the organization): This is not typically included in an orientation handbook, as it is not directly relevant to a new employee's onboarding process and may change frequently.
- \* Option B (Change management process): While important for organizational development, change management processes are too complex and situational to be a standard part of an orientation handbook.
- \* Option C (Budget statements):Budget statements are financial documents meant for management or stakeholders, not new employees, and are not relevant to orientation.

#### **NEW QUESTION #35**

What is the first step in planning an effective employee recognition program?

- A. Identifying the goals and objectives of the program.
- B. Selecting the best office supplies.
- C. Determining the best office layout.
- D. Allocating funds for office parties.

#### Answer: A

#### Explanation:

Identifying the goals and objectives of the program is the first step in planning an effective employee recognition program. This helps in creating a clear framework and understanding what the program aims to achieve, ensuring alignment with the organization,s overall strategy.

## **NEW QUESTION #36**

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