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HRCI Associate Professional in Human Resources - International Sample Questions (Q22-Q27):

NEW QUESTION # 22

Match each term with its definition.

	Term	Definition
Risk management	Drop here	State of physical, social, and mental well-being
Health	Drop here	Protecting the physical well-being of employees in the workplace
Safety	Drop here	Protecting the employees, assets, and facilities of an organization
Security	Drop here	Identifying potential problems and putting procedures in place to reduce their impact

Answer:

Explanation:

	Term	Definition
Risk management	Health	State of physical, social, and mental well-being
Health	Safety	Protecting the physical well-being of employees in the workplace
Safety	Security	Protecting the employees, assets, and facilities of an organization
Security	Risk management	Identifying potential problems and putting procedures in place to reduce their impact

Explanation:

Matching Terms with Definitions:

- * Risk Management # Identifying potential problems and putting procedures in place to reduce their impact.
- * Risk management involves proactive identification and mitigation of risks to prevent disruptions in operations.
- * Health # State of physical, social, and mental well-being.
- * Health focuses on promoting the overall well-being of employees, not just the absence of illness.
- * Safety # Protecting the physical well-being of employees in the workplace.
- * Safety emphasizes minimizing hazards and preventing injuries at work.
- * Security # Protecting the employees, assets, and facilities of an organization.
- * Security focuses on safeguarding physical and information assets and ensuring workplace safety from external threats.

Term	Definition
Health	State of physical, social, and mental well-being
Safety	Protecting the physical well-being of employees in the workplace
Security	Protecting the employees, assets, and facilities of an organization
Risk management	Identifying potential problems and putting procedures in place to reduce their impact

References:

- ISO 31000, "Risk Management Guidelines" (2021).
- World Health Organization (WHO), "Workplace Health and Well-Being" (2023).
- Occupational Safety and Health Administration (OSHA), General Duty Clause (2022).
- Society for Human Resource Management (SHRM), "Guide to Workplace Security Practices" (2022).
- Chartered Institute of Personnel and Development (CIPD), "Workplace Health and Safety" (2022).

NEW QUESTION # 23

Which factor is most likely to have a positive impact on employee retention?

- A. Preferential treatment
- B. Comfortable workspace
- **C. Competitive pay**
- D. Casual dress code

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

Competitive pay is a critical factor in employee retention because it ensures employees feel fairly compensated for their work, reducing the likelihood of them seeking better-paying opportunities elsewhere.

Pay is a primary driver of job satisfaction and loyalty.

* Option A (Competitive pay): Correct, as it directly addresses a key reason employees stay or leave.

* Option B (Casual dress code): While appreciated, a dress code has a smaller impact on retention compared to pay.

* Option C (Preferential treatment): This can lead to unfairness and actually decrease retention by causing resentment.

NEW QUESTION # 24

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

- A. Change management process
- B. Top performers of the organization
- 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 # 25

Which of the following HR activities forecasts staff levels needed to achieve organizational goals?

- A. Job analysis
- B. Staff audit
- C. Talent acquisition
- **D. Talent planning**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

Talent planning (also known as workforce planning) is the process of forecasting an organization's future staffing needs to meet its strategic goals. It involves analyzing current staff levels, predicting future requirements, and planning for recruitment, training, or restructuring to ensure the right talent is available.

* Option A (Talent planning): Correct, as it directly involves forecasting staff levels to align with organizational objectives.

* Option B (Staff audit): A staff audit assesses current employee skills and roles but does not focus on forecasting future needs.
* Option C (Talent acquisition): This refers to the process of recruiting and hiring, not forecasting staff levels.
Reference: aPHRi knowledge domain - HR Operations: Workforce planning and talent management strategies.=====

NEW QUESTION # 26

When implementing a mentoring program, which factor should HR consider to ensure its effectiveness and sustainability?

- A. Focus on short-term benefits of mentoring.
- B. Emphasize mentor availability over compatibility.
- C. Match mentors and mentees based on skills and goals.
- D. Standardize the mentoring process across all departments.

Answer: C

Explanation:

Matching mentors and mentees based on skills and goals ensures that the mentoring relationships are beneficial and relevant, increasing the likelihood of successful outcomes and sustainable mentoring programs.

NEW QUESTION # 27

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