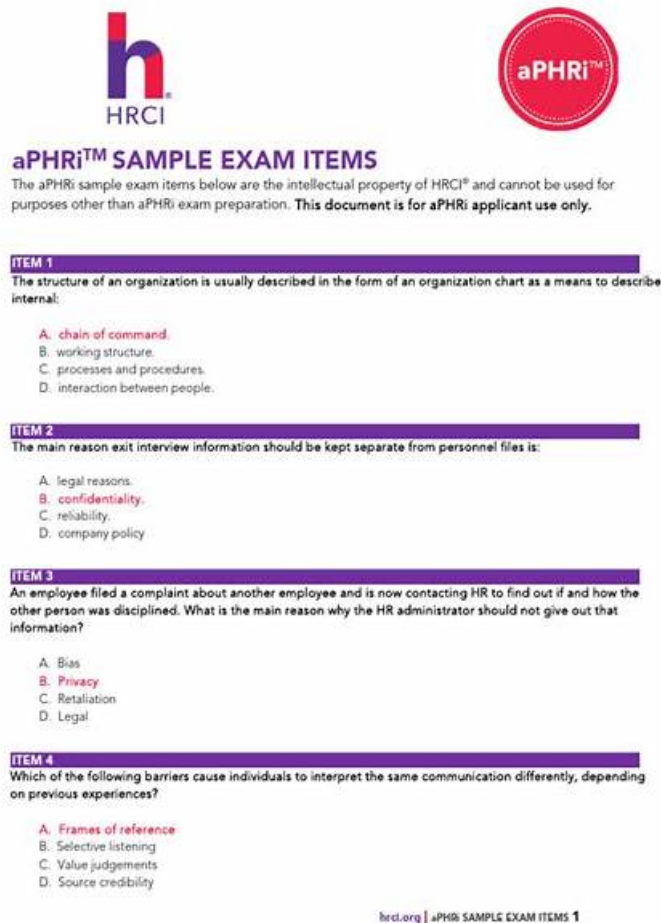


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HRCI Associate Professional in Human Resources - International Sample Questions (Q98-Q103):

NEW QUESTION # 98

Standards of behavior that are informal guidelines for employees are called:

- A. Policies
- B. Processes
- C. Job descriptions
- **D. Norms**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

Norms are informal standards of behavior that develop within a group or organization over time. They guide how employees interact, make decisions, and conduct themselves in the workplace, often reflecting the organization's culture. Unlike formal policies, norms are unwritten and evolve organically.

* Option A (Norms): Correct, as norms are informal behavioral guidelines.

* Option B (Policies): Policies are formal, written rules, not informal guidelines.

* Option C (Processes): Processes are structured steps to complete tasks, not behavioral standards.

Reference: aPHRi knowledge domain - Employee Relations: Understanding organizational culture and norms.

NEW QUESTION # 99

Tom needs to utilize the applicant database for a new hiring initiative. What should be his first step to ensure he finds the best candidates?

- A. Update job descriptions frequently
- B. Increase communication with applicants
- **C. Conduct a thorough review of the database**
- D. Implement a new applicant tracking system

Answer: C

Explanation:

Conducting a thorough review of the database is the first step Tom should take to utilize the applicant database for a new hiring initiative. This ensures that he has an accurate and comprehensive understanding of the available candidates, enabling him to find the best matches for the new roles.

NEW QUESTION # 100

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

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

Answer: B

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 # 101

Which element is essential to include in an emergency evacuation plan to ensure employee safety?

- A. Informing employees about their job responsibilities.
- B. Developing a new marketing strategy.
- C. Clearly marked evacuation routes and exits.
- D. Assigning tasks for a new project.

Answer: C

Explanation:

Clearly marked evacuation routes and exits are essential to include in an emergency evacuation plan to ensure employee safety. These routes help employees quickly and safely leave the building during an emergency, reducing the risk of injury or confusion.

NEW QUESTION # 102

A form of employee recognition that rewards top performance is:

- A. Pension contributions
- B. Short-term incentive
- C. Guaranteed annual bonus.
- D. Long service incentive.

Answer: B

Explanation:

Definition of Short-Term Incentive:

* Short-term incentives are rewards given for outstanding performance within a specific period, such as bonuses, commissions, or other financial rewards.

Why Short-Term Incentive is Correct:

* It directly acknowledges and rewards top performance, motivating employees to maintain high standards.

Eliminating Incorrect Options:

* A. Long service incentive: Recognizes tenure, not performance.

* C. Guaranteed annual bonus: Is not tied to performance but often contractual.

* D. Pension contributions: Are long-term benefits unrelated to performance recognition.

International HR References:

* SHRM Compensation Guidelines: Discusses short-term incentives for rewarding exceptional performance.

NEW QUESTION # 103

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