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HRCI Associate Professional in Human Resources - International Sample Questions (Q14-Q19):

NEW QUESTION # 14
Match each HR tool to its corresponding description

Focus Group Discussion		Measures employee feelings related to their pay and responsibilities.
Engagement Survey	Drop here	Examines specific topics to determine satisfaction at work.
Stay Interviews	Drop here	Used to determine what motivates employees to continue working for an organization.

Answer:

Explanation:

HR Tool		Description
Focus Group Discussion	Engagement Survey	Measures employee feelings related to their pay and responsibilities.
Engagement Survey	Focus Group Discussion	Examines specific topics to determine satisfaction at work.
Stay Interviews	Stay Interviews	Used to determine what motivates employees to continue working for an organization.

Explanation:
Here is the correct matching for each HR tool with its corresponding description:
* Focus Group Discussion # Examines specific topics to determine satisfaction at work
* Engagement Survey # Measures employee feelings related to their pay and responsibilities
* Stay Interviews # Used to determine what motivates employees to continue working for an organization Step-by-Step Explanation
* Focus Group Discussion: This tool involves gathering a small group of employees to discuss specific topics in depth. It helps HR understand employee perspectives on certain issues or areas of satisfaction and dissatisfaction at work.
* Engagement Survey: Engagement surveys are used to gauge overall employee sentiment regarding various aspects of their job, including pay, responsibilities, and work environment. This tool helps organizations measure the level of employee engagement and areas for improvement.
* Stay Interviews: Stay interviews focus on understanding why employees choose to remain with the organization and what factors motivate them to continue. These interviews provide insights into retention drivers and potential areas for organizational improvement to retain talent.

NEW QUESTION # 15
An organization wants to recognize its top performers publicly. What is the most appropriate way to do this?

- A. Send out a mass email listing the top performers.
- B. Provide small, personalized gifts to top performers.
- C. Offer monetary bonuses without public acknowledgment.
- D. Hold an annual awards ceremony with public acknowledgments.

Answer: D

Explanation:
Holding an annual awards ceremony with public acknowledgments is the most appropriate way to recognize top performers publicly. This method not only honors the individuals but also sets an example for other employees and fosters a culture of appreciation.

NEW QUESTION # 16

An employee receives a paycheck based on a percentage of sales, which is also known as:

- A. long-term incentive compensation
- B. variable pay
- C. skill- and competency-based pay
- D. base pay

Answer: B

Explanation:
Variable pay refers to compensation linked to performance outcomes, such as a percentage of sales.
According to HRCI, variable pay structures are designed to reward employees for achieving specific results, making it a common
approach in sales roles to incentivize higher productivity.

NEW QUESTION # 17

Which of the following is an important factor to consider wen conducting an initial screening of applications?

- A. Health status
- B. Reference checks
- C. Employment history
- D. Salary expectations

Answer: C

Explanation:
Importance of Initial Screening of Applications:
* The initial screening process is crucial for identifying candidates who meet the basic requirements of the job. This ensures that only
qualified candidates proceed to later stages, saving time and resources.
Why Employment History is Key:
* C. Employment history provides insight into a candidate's work experience, tenure, career progression, and relevance of their past
roles to the current job.
* It helps identify patterns such as frequent job changes, gaps in employment, or inconsistencies in their career trajectory that may
need further investigation.
* Employment history also allows employers to align candidate experience with job requirements, ensuring a better fit.
Eliminating Incorrect Options:
* A. Health status: Considering a candidate's health status at the initial screening is inappropriate and could violate anti-discrimination
laws such as the Americans with Disabilities Act (ADA) or equivalent international regulations.
* B. Reference checks: Reference checks are typically conducted later in the hiring process, not during the initial screening.
* D. Salary expectations: While relevant at some stage, salary expectations are usually addressed during interviews or negotiation
phases, not during initial screening.
International HR References:
* Title VII of the Civil Rights Act (U.S.): Prohibits discrimination based on protected characteristics during hiring.
* Equality Act 2010 (UK): Protects candidates from discrimination in employment processes.

NEW QUESTION # 18

What is one key reason employers conduct medical exams after a job offer is extended?

- A. To meet legal and insurance requirements
- B. To ensure the candidate can safely perform job duties
- C. To determine the candidate's cultural fit
- D. To assess the candidate,s skills and knowledge

Answer: B

Explanation:
Employers conduct medical exams after extending a job offer to ensure the candidate can safely perform job duties and to mitigate
any potential workplace risks.

NEW QUESTION # 19

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