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HRCI Associate Professional in Human Resources - International Sample Questions (Q104-Q109):

NEW QUESTION # 104

Which of the following best reinforces compliance in an organization?

- A. Reliable human resource information system (HRIS)
- B. Annual benchmarking
- **C. Clear policies and procedures**
- D. Strong data privacy and security

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

Clear policies and procedures provide employees with explicit guidelines on expected behaviors, legal requirements, and organizational standards. They reinforce compliance by ensuring everyone understands the rules and consequences of non-compliance.

* Option A (Annual benchmarking): This compares practices to industry standards, not directly reinforcing compliance.

* Option B (Clear policies and procedures): Correct, as they directly promote adherence to rules and laws.

* Option C (Strong data privacy and security): This supports compliance in specific areas (e.g., GDPR), but it is not the broadest method.

Reference: aPHRi knowledge domain - HR Operations: Ensuring compliance through clear policies and procedures.=====

NEW QUESTION # 105

An organization has decided to relocate its headquarters to another city. What is a critical consideration for the HR department in this scenario?

- A. Conducting market research in the new area.
- B. Ensuring legal compliance in the new location.
- C. Managing employee benefits transition.
- **D. Providing relocation assistance and support to employees.**

Answer: D

Explanation:

Providing relocation assistance and support to employees is a critical consideration when relocating headquarters. This includes helping employees move and settle in the new location to minimize disruption and maintain morale.

NEW QUESTION # 106

Which of the following recruiting sources provides access to potential, but largely passive, candidates?

- **A. Social networking**
- B. Referring employees
- C. Applicant tracking
- D. Hiring competitors

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

Passive candidates are individuals who are not actively seeking a new job but may be open to opportunities if approached. Social networking platforms (e.g., LinkedIn) provide access to such candidates because they allow recruiters to search for and engage with professionals who are not actively applying but have profiles showcasing their skills and experience.

* Option A (Applicant tracking): This refers to a system for managing applications, typically from active candidates.

* Option B (Social networking):Correct, as platforms like LinkedIn are ideal for reaching passive candidates.

* Option C (Referring employees):Employee referrals often yield active candidates, as employees recommend people they know are interested.

NEW QUESTION # 107

An employee leaves an organization willingly. This term is called:

- **A. Resignation**
- B. Layout
- C. termination
- D. Separation

Answer: A

Explanation:

When an employee willingly leaves an organization, it is referred to as a resignation. The employee voluntarily informs the organization of their intent to leave, typically providing a notice period.

* Explanation of Other Options:

* A. Layout: Incorrect term, likely a typo for "layoff," which is involuntary.

* C. Separation: A broader term that can include voluntary and involuntary departures.

* D. Termination: Implies the organization initiated the employee's departure.

NEW QUESTION # 108

Which of the following is an effective strategy for managing absenteeism in an international organization?

- A. Ignore minor absenteeism issues to maintain morale.
- B. Monitor attendance without enforcing consequences.
- C. Allow flexible work hours without tracking attendance.
- **D. Implement a clear attendance policy with consequences for non-compliance.**

Answer: D

Explanation:

Implementing a clear attendance policy with consequences for non-compliance helps manage absenteeism by setting clear expectations and providing a structured approach to addressing issues, ensuring consistency and fairness.

NEW QUESTION # 109

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