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HRCI Associate Professional in Human Resources - International Sample Questions (Q148-Q153):

NEW QUESTION # 148

An international corporation is facing challenges with labor relations due to varying regulations in different countries. Describe the steps an HR manager should take to navigate these complexities and maintain compliance.

- A. Develop a compliance framework that includes training for HR staff.
- B. Handle labor disputes internally without external assistance.
- C. Base decisions on past practices rather than current laws.
- D. Prioritize cost savings over compliance with regulations.

Answer: A

Explanation:

Developing a compliance framework that includes training for HR staff helps ensure that everyone involved in labor relations understands the legal requirements and best practices, leading to more effective management and compliance.

NEW QUESTION # 149

Which of the following parties is responsible for scheduling health and safety training in an organization?

- A. Regulatory body
- B. Independent auditor
- C. Employer
- D. Safety consultant

Answer: C

Explanation:

* Employer Responsibility in Health and Safety Training: Employers have a legal and ethical duty to ensure the health and safety of their employees. This includes scheduling, organizing, and funding health and safety training programs as part of their obligations under various workplace safety laws and regulations globally.

* Global Legal Frameworks and Obligations:

* Occupational Safety and Health Administration (OSHA) - United States: The employer is required to provide health and safety training under OSHA's General Duty Clause (Section 5(a) (1)). This mandates employers to furnish a workplace free from recognized hazards and to provide adequate training on safety procedures.

* Health and Safety at Work Act (1974) - United Kingdom: Employers must ensure that their employees receive training and supervision to perform their work safely (Section 2). This explicitly puts the responsibility for scheduling and managing training on employers.

* International Labour Organization (ILO) Standards: The ILO's Occupational Safety and Health Convention, 1981 (No. 155) emphasizes that employers are responsible for organizing ongoing training to ensure a safe working environment.

* Role of Other Parties:

* B. Regulatory Body: Regulatory bodies (e.g., OSHA, HSE) provide guidelines, compliance standards, and sometimes offer resources or inspections, but they do not schedule training for organizations. Their role is supervisory and advisory.

* C. Safety Consultant: Safety consultants may assist in designing or delivering training programs, but they act as external advisors. The responsibility for scheduling rests with the employer.

* D. Independent Auditor: Independent auditors evaluate compliance with safety standards and may recommend training. However, they are not involved in planning or scheduling training programs.

* Best Practices for Employers: Employers must:

- * Conduct a needs analysis to identify specific training requirements based on industry risks.
- * Develop a training calendar and ensure sessions are scheduled for all employees, including new hires and those requiring refresher training.
- * Keep documentation of training provided to comply with legal requirements and audits.

NEW QUESTION # 150

What is the first step an HR professional should take when addressing a complaint of aggressive behavior in the workplace?

- A. Immediately terminate the employee accused of aggression.
- B. Provide mediation without any formal documentation.
- **C. Conduct a thorough investigation and document all findings.**
- D. Hold a team meeting to discuss the complaint openly.

Answer: C

Explanation:

Conducting a thorough investigation and documenting all findings is essential when addressing complaints of aggressive behavior, as it ensures that the situation is handled objectively and all relevant information is considered.

NEW QUESTION # 151

An HR metric that is used to communicate the positive impact of a training program is:

- **A. Return on investment (ROI)**
- B. Revenue per employee
- C. Return on assets
- D. Return on capital

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

Return on Investment (ROI) is an HR metric used to measure the financial impact of a training program by comparing the program's benefits (e.g., increased productivity) to its costs. A positive ROI demonstrates the training's effectiveness and value to the organization.

* Option A (Return on assets): This is a financial metric for overall business performance, not specific to training.

* Option B (Return on capital): This is also a financial metric, not related to training impact.

* Option C (Revenue per employee): This measures overall productivity, not the specific impact of training.

NEW QUESTION # 152

Jessica needs to communicate a policy update to the entire company. Which method should she use to ensure everyone receives the information at the same time?

- A. Oral communication
- B. Visual communication
- **C. Email communication**
- D. Written communication

Answer: C

Explanation:

Email communication is the best method for communicating a policy update to the entire company to ensure everyone receives the information at the same time. It provides a written record and can be easily distributed to all employees simultaneously.

NEW QUESTION # 153

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