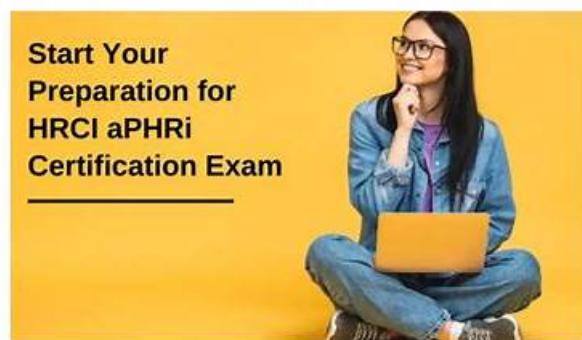


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## **HRCA Associate Professional in Human Resources - International Sample Questions (Q65-Q70):**

### **NEW QUESTION # 65**

Compensation surveys are used to:

- A. Benchmark pay practices against competitors.
- B. Calculate an organization's return on investment (ROI).
- C. Review an organization's benefits program
- D. Identity hiring trends within the industry.

**Answer: A**

Explanation:

Compensation surveys are designed to:

- \* Collect data on salaries, benefits, and other compensation components across similar organizations or industries.
- \* Help organizations compare and align their pay structures with competitors to remain competitive in attracting and retaining talent.
- \* Explanation of Other Options:
  - \* B. Identify hiring trends: Typically analyzed through labor market studies, not compensation surveys.
  - \* C. Calculate ROI: Involves financial performance metrics, unrelated to compensation surveys.
  - \* D. Review benefits programs: May be included in surveys but is not the primary purpose.
- \* SHRM - Employee Termination Best Practices
- \* CIPD - Compensation and Benefits Analysis
- \* ILO - Guidelines for Termination
- \* McKinsey - Employee Skill Development Trends

References:

### **NEW QUESTION # 66**

What is the first step an HR professional should take when an employee reports not receiving their full overtime pay for the past month?

- A. Verify the employee's reported hours and compare them with payroll records.
- B. Conduct a thorough investigation of the payroll system
- C. Immediately issue a manual payment to rectify the error.
- D. Adjust the payroll system settings to prevent future errors.

**Answer: A**

Explanation:

Verifying the employee's reported hours against payroll records ensures that all calculations are correct and the employee receives their rightful pay, addressing the root cause of the overtime pay issue.

### **NEW QUESTION # 67**

University recruitment helps companies to \_\_\_\_\_.

- A. Increase internal employee referrals
- B. Promote company culture to the public
- C. Support professional development
- D. Access young talent with fresh perspectives

**Answer: D**

Explanation:

University recruitment helps companies access young talent with fresh perspectives. By engaging with students and recent graduates, companies can bring in new ideas and skills that are valuable for innovation and growth.

## NEW QUESTION # 68

Determining the skills required for a position is most important when conducting a:

- A. Job rotation program
- **B. Job analysis**
- C. Salary negotiation
- D. Performance review

**Answer: B**

Explanation:

Comprehensive and Detailed in Depth Explanation:

A job analysis is a systematic process of collecting information about a job's duties, responsibilities, required skills, and qualifications to create a job description and specification. Determining the skills required for a position is a core component of job analysis, as it ensures the role is clearly defined for recruitment, training, and performance management.

\* Option A (Job analysis): Correct, as identifying required skills is a primary outcome of job analysis.

\* Option B (Salary negotiation): This focuses on determining pay, not identifying skills, though skills may influence the negotiation.

\* Option C (Performance review): This evaluates an employee's performance in a role, not the skills required for the position itself.

Reference: aPHRi knowledge domain - Recruitment and Selection: Job analysis and its role in defining position requirements.

## NEW QUESTION # 69

Which business function is primarily responsible for managing a company's financial resources and planning for future financial needs?

- A. Marketing
- B. Operations
- C. Human resources
- **D. Finance**

**Answer: D**

Explanation:

Finance is responsible for managing a company's financial resources and planning for future financial needs. This function ensures that the company has the necessary funds to operate and grow, while also planning for long-term financial stability.

## NEW QUESTION # 70

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