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HRCI Associate Professional in Human Resources - International Sample Questions (Q51-Q56):

NEW QUESTION # 51

Which of the following is a form of Alternative Dispute Resolution (ADR)?

- A. Collaboration
- **B. Mediation**
- C. Litigation
- D. Discipline

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

Alternative Dispute Resolution (ADR) refers to methods of resolving conflicts outside of formal litigation (court proceedings).

Mediation is a common form of ADR where a neutral third party facilitates a discussion between the disputing parties to help them reach a mutually acceptable solution.

* Option A (Litigation): This is the formal legal process of resolving disputes in court, the opposite of ADR.

* Option B (Discipline): This refers to corrective actions for employee behavior, not dispute resolution.

* Option C (Mediation): Correct, as it is a recognized ADR method.

Reference: aPHRi knowledge domain - Employee Relations: Conflict resolution methods, including ADR like mediation.=====

NEW QUESTION # 52

Sarah is an HR manager looking to enhance her recruitment strategy. She decides to implement an employee referral program. What should be her primary focus to ensure its success?

- A. Increase the recruitment budget
- B. Promote company culture and values
- **C. Encourage employee participation and rewards**
- D. Focus on referral incentives

Answer: C

Explanation:

To ensure the success of an employee referral program, Sarah should focus on encouraging employee participation and offering rewards. Motivating employees to refer candidates by providing incentives can lead to higher engagement and more qualified referrals.

NEW QUESTION # 53

The continuous process of identifying, assessing, and developing organizational leadership to enhance performance is called:

- A. Workforce monitoring
- B. Global assignment
- C. Job rotation
- **D. Succession planning**

Answer: D

Explanation:

Comprehensive and Detailed in Depth Explanation:

Succession planning is the ongoing process of identifying, assessing, and developing employees to fill key leadership roles in the future. It ensures the organization has a pipeline of talent to enhance performance and maintain continuity.

* Option A (Job rotation): This involves moving employees between jobs for development, not leadership planning.

* Option B (Global assignment): This is an international work assignment, not leadership development.

* Option C (Succession planning): Correct, as it focuses on preparing leaders for future roles.

NEW QUESTION # 54

_____ plays a critical role in ensuring the company meets its sales targets and maintains customer relationships.

- **A. Sales and marketing**
- B. Human resources
- C. Research and development

- Answer: A**

Sales and marketing play a critical role in ensuring the company meets its sales targets and maintains customer relationships. These functions are essential for driving revenue and promoting the company's products or services.

- A. Benefits brokers
- **B. HR consultants**
- C. Recruitment firms
- D. Payroll providers

HR consultants provide advice on scaling HR operations efficiently during rapid company expansion. They help design strategies and implement processes that support organizational growth and manage the increased HR demands.

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