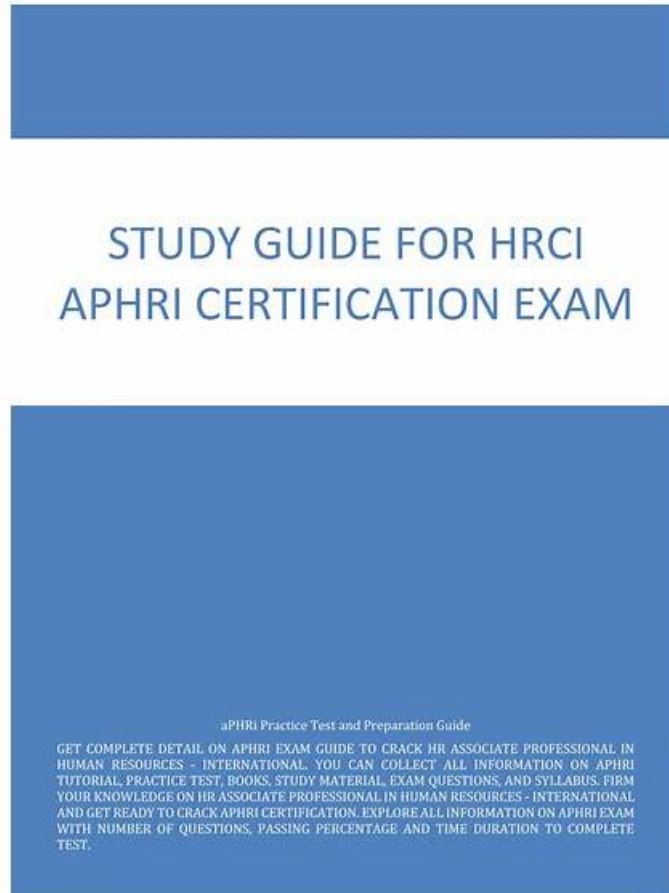


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HRCI Associate Professional in Human Resources - International Sample Questions (Q82-Q87):

NEW QUESTION # 82

Fill in the blank: Regular _____ are essential to maintain workplace safety and ensure compliance with health and safety regulations.

- **A. Safety inspections.**
- B. Fire drills.
- C. Team meetings.
- D. Employee surveys.

Answer: A

Explanation:

Regular safety inspections are essential to maintain workplace safety and ensure compliance with health and safety regulations. Inspections help in identifying and mitigating risks before they result in accidents or injuries.

NEW QUESTION # 83

Sarah is an HR representative who wants to improve internal customer service. What should she prioritize to address employees' needs effectively?

- A. Ensure a diverse and inclusive workplace
- B. Improve workplace technology
- **C. Establish clear communication channels**
- D. Monitor employee satisfaction levels

Answer: C

Explanation:

Establishing clear communication channels should be Sarah's priority to address employees' needs effectively. Clear and open communication allows employees to easily reach out for help and ensures that their concerns are addressed promptly and efficiently.

NEW QUESTION # 84

Which of the following are the main purposes of a total compensation system? (Select TWO options.)

- **A. To align employees' pay with organizational goals**
- **B. To retain strong performing employees**
- C. To have a tool for disciplinary action
- D. To lead the market in pay and benefits
- E. To eliminate turnover for employees

Answer: A,B

Explanation:

Comprehensive and Detailed in Depth Explanation:

A total compensation system includes all forms of pay and benefits (e.g., salary, bonuses, health insurance) provided to employees. Its main purposes are to attract, motivate, and retain talent while ensuring alignment with organizational objectives.

* Option A (To eliminate turnover for employees): While compensation can reduce turnover,

"eliminating" it is unrealistic, as turnover can occur for many reasons.

* Option B (To have a tool for disciplinary action): Compensation is not a disciplinary tool; discipline involves other processes.

* Option C (To lead the market in pay and benefits): Leading the market may be a strategy, but it is not a main purpose of a compensation system.

* Option D (To retain strong performing employees): Correct, as a key purpose is to retain talent by offering competitive rewards.

NEW QUESTION # 85

An international company wants to assess the impact of its recent training programs. Describe the steps an HR manager should take to evaluate the training's effectiveness using participant surveys.

- A. Design and distribute surveys to gather feedback.
- B. Conduct statistical analysis of survey results.
- C. Rely on qualitative data from manager observations.
- D. Analyze the training content for relevance and clarity.

Answer: A

Explanation:

Designing and distributing surveys to gather feedback provides a structured method for collecting comprehensive data on the training program's impact, helping HR managers assess its effectiveness and areas for improvement.

NEW QUESTION # 86

During an annual safety inspection, several hazards were identified in the warehouse. What should be the first step in addressing these hazards?

- A. Hire an external consultant to assess the hazards.
- B. Schedule another inspection to re-evaluate the hazards.
- C. Conduct a staff meeting to discuss the hazards.
- D. Prioritize the identified hazards and implement corrective actions immediately.

Answer: D

Explanation:

Prioritizing the identified hazards and implementing corrective actions immediately should be the first step in addressing hazards found during a safety inspection. This approach ensures that the most serious risks are mitigated quickly, protecting employee safety and health.

NEW QUESTION # 87

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