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HRCI Associate Professional in Human Resources - International Sample Questions (Q44-Q49):

NEW QUESTION # 44

Why is it important to use multiple platforms for job postings?

- **A. To reach a diverse pool of candidates**
- B. To save on advertising costs
- C. To attract highly specialized talent
- D. To reduce time to hire

Answer: A

Explanation:

Using multiple platforms for job postings is important to reach a diverse pool of candidates, increasing the chances of finding the best fit for the position.

NEW QUESTION # 45

After implementing an employee recognition program, what should management do to ensure its continued effectiveness?

- A. Ensure top management handles all aspects of the program.
- B. Announce the top performers in a company-wide meeting.
- **C. Rotate the type of recognition to keep it interesting.**
- D. Regularly solicit feedback from employees and adjust the program as needed.

Answer: C

Explanation:

Regularly soliciting feedback from employees and adjusting the program as needed ensures its continued effectiveness. This approach allows management to understand how the program is perceived and make necessary improvements to keep it relevant and motivating.

NEW QUESTION # 46

An organization is implementing a new data management system. How should HR ensure that this system complies with privacy regulations and protects employee information?

- A. Use a cloud-based storage solution
- B. Regularly update software security
- C. Limit access to sensitive data
- **D. Conduct a privacy impact assessment**

Answer: D

Explanation:

Conducting a privacy impact assessment helps HR ensure that a new data management system complies with privacy regulations and protects employee information. This assessment identifies potential privacy risks and provides recommendations for mitigating them.

NEW QUESTION # 47

An international corporation aims to improve its succession planning process. Describe the steps an HR manager should take to identify and develop potential leaders within the company.

- A. Conduct talent assessments to identify high-potential employees.
- B. Rely on external recruitment to fill leadership positions.
- C. Limit career development opportunities to high-level positions.
- D. Use only internal assessments to identify leaders.

Answer: A

Explanation:

Conducting talent assessments to identify high-potential employees allows the HR manager to focus development efforts on individuals who have the potential to grow into leadership roles, enhancing the effectiveness of succession planning.

NEW QUESTION # 48

Which of the following methods would allow an organization to identify whether conflict is a cause of high turnover in one of its departments? (Select TWO options.)

- A. Performance appraisal
- B. Needs analysis
- C. Survey
- D. Focus group
- E. Screening

Answer: C,D

Explanation:

Comprehensive and Detailed in Depth Explanation:

To identify whether conflict is causing high turnover, the organization needs methods that directly collect employee feedback about workplace dynamics.

* Option A (Survey): Correct, as surveys can ask targeted questions about conflict and its impact on employees' decisions to leave.

* Option B (Screening): Screening is part of recruitment, not suitable for assessing turnover causes.

* Option C (Focus group): Correct, as focus groups allow for in-depth discussions with employees to explore conflict as a turnover factor.

* Option D (Needs analysis): This identifies training gaps, not conflict-related turnover causes.

NEW QUESTION # 49

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