SỞ GIÁO DỤC VÀ ĐÀO TẠO NGHỆ AN
ĐỀ CHÍNH THỨC

KỲ KHẢO SÁT CHẤT LƯỢNG KẾT HỢP THI THỬ
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Môn thi: TIẾNG ANH

Contemporary corporate management is standing at the threshold of a profound operational shift, driven by the rapid integration of Artificial Intelligence (AI) into Human Resources (HR). Utilizing sophisticated behavioral models and neural networks, these cutting-edge platforms promise to seamlessly evaluate vast applicant pools with astonishing precision and objectivity. While initially restricted to the rigorous environments of multinational conglomerates for streamlining executive acquisitions, the advent of accessible software-as-a-service (SaaS) has recently democratised access to **this transformative technology**.

[I]

The fundamental mechanics enabling this corporate deception, known as "AI washing," rely on strategic marketing rather than actual machine learning. Within this deceptive architecture, software vendors capture popular tech buzzwords, while superficial keyword-matching programs are **touted as** advanced predictive AI. **[II]** Through continuous rebranding, sales departments refine their promotional materials, learning to disguise traditional software so effectively that it frequently fools HR executives before thorough technical auditing occurs. Although genuine data scientists continue to highlight the authentic potential of unbiased algorithms, the commercial exploitation via AI washing remains profoundly alarming. **[III]**

The societal ramifications of deceptive recruitment tech extend far beyond mere administrative inefficiency. Corporate landscapes have already witnessed pilot hiring programs deployed by aggressive enterprises utilizing automated screening tools to heavily filter applicant tracking systems, unfairly penalizing qualified candidates. Furthermore, within the unregulated HR software industry, AI washing threatens to institutionalize our most pervasive workplace biases by harvesting flawed historical data through exaggerated technical capabilities. Fraudulent vendors could potentially exploit these ambiguous regulatory environments to extract massive subscription fees directly from uninformed companies, thereby undermining the fundamental concept of equitable employment. **[IV]**

Addressing this imminent workplace epidemic necessitates a comprehensively multifaceted strategy. Labor watchdogs are struggling to formulate statutory frameworks defining "ethical AI," though the opaque nature of proprietary algorithms often complicates legal definitions. Concurrently, independent auditing firms are irrevocably engaged in a perpetual **game of catch-up**, urgently engineering specialized diagnostic tools to separate authentic neural networks from biased code. However, as marketing deception technology evolves, so too do **its** elusive capabilities. **Crucially, cultivating algorithmic transparency among HR professionals—equipping them to interrogate vendor claims—remains our most potent defense against systemic hiring inequities.**

(Adapted from reports by HR Tech Integrity Foundation and labor market analyses, 2024–2025)

Question 1. According to paragraph 1, what has contributed to the widespread availability of HR AI tools?

A. The introduction of accessible software-as-a-service (SaaS) to the mainstream corporate market
B. The expansion of behavioral-assessment software across the broader corporate recruitment market
C. The increasing reliance on neural-network screening in large-scale executive recruitment
D. The wider adoption of applicant-evaluation platforms among multinational hiring departments

Question 2. In paragraph 1, the phrase **"this transformative technology"** refers to _____.

A. accessible SaaS distribution models
B. multinational conglomerates
C. AI-driven HR screening platforms
D. executive acquisition programs

Question 3. The phrase **"touted as"** in paragraph 2 most nearly means _____.

A. repeatedly advertised as
B. publicly described as
C. strategically framed as
D. aggressively promoted as

Question 4. Which of the following best summarises paragraph 3?

A. AI washing in recruitment presents severe societal risks, encompassing algorithmic bias, rejection of qualified candidates, and financial exploitation.
B. The spread of deceptive recruitment software has forced many employers to abandon digital hiring systems entirely.
C. Automated screening tools become harmful when employers overdepend on them and reduce meaningful human involvement.
D. AI-based hiring systems mainly create costly administrative disruption, reducing efficiency and delaying fair recruitment decisions.

Question 5. What challenge do labor watchdogs face in controlling HR Artificial Intelligence claims according to paragraph 4?

A. The limited resources of auditing firms which restrict review of complex hiring platforms
B. The opaque nature of proprietary algorithms which complicate traditional legal definitions
C. The evolving pace of recruitment software which weakens efforts to define ethical standards
D. The global reach of software vendors which complicates oversight across fragmented labor markets

Question 6. Which of the following best paraphrases the underlined sentence in paragraph 4?

A. Systemic hiring inequities can only be stopped if global auditing firms take full responsibility for monitoring software-as-a-service subscriptions.
B. The most powerful protection against systemic hiring bias is equipping HR staff with the knowledge required to rigorously question software vendors.
C. To completely prevent hiring inequities, companies must be taught to entirely reject all forms of commercial recruitment AI.
D. Cultivating algorithmic transparency is extremely difficult because most professionals are entirely indifferent to the deception of HR software.

Question 7. Which of the following can be inferred from the phrase **"perpetual game of catch-up"** in paragraph 4?

A. Independent auditing firms will probably overtake labor watchdogs in shaping future standards for ethical AI.
B. Existing diagnostic systems have already become effective enough to expose most deceptive recruitment software.
C. HR leaders may increasingly avoid authentic automation because legal uncertainty continues to undermine trust.
D. Breakthroughs in algorithmic auditing will likely be met by equally advanced methods of vendor deception.

Question 8. Where in the passage does the following sentence best fit?

Consequently, what was once the exclusive domain of elite corporate headhunters can now be used by an average small business owner.

A. [I] **B. [II]** **C. [III]** **D. [IV]**

Question 9. Which of the following is NOT mentioned in paragraph 3 as a consequence of AI washing in HR?

A. Reinforcing workplace bias through the use of flawed historical data

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B. Exploiting weak regulatory environments to impose massive subscription fees on companies

C. Using automated screening systems to filter out qualified applicants unfairly

D. Causing irreversible psychological trauma to candidates through automated rejection emails

Question 10. Which of the following best summarises the passage?

A. The extraction of massive subscription fees constitutes the primary danger, whereas societal anxieties regarding algorithmic bias are largely exaggerated.

B. Artificial intelligence in recruitment remains predominantly a technical challenge, meaning independent auditors and diagnostic tools provide the ultimate solution.

C. While HR AI offers significant objective benefits, its deceptive commercialisation poses profound societal and ethical threats demanding comprehensive countermeasures.

D. Because SaaS recruitment technologies have proliferated rapidly, regulators must permanently ban automated tracking systems rather than define ethical algorithms.

Question 11.

Dear Student,

a. In case you have not received your verification email, contact our Technical Support at 1900-2024.

b. This will automatically import your previous test scores, which can then be safely downloaded as a PDF file.

c. Your current exam timetable on the old system expires on Friday, whether the new profile is verified or not.

d. Should you have received the new verification link, please click it to activate your account instantly.

e. We would like to inform you that due to an administrative update, the online portal for mock exam registration has been moved to a new server.

Yours sincerely,

Examination Board

A. e – d – b – c – a **B.** c – e – d – a – b **C.** e – a – b – d – c **D.** c – e – a – b – d

Question 12.

a. This occasion, as a result, has made me more resilient under pressure and helped me understand what the saying "actions speak louder than words" practically means.

b. It had, in fact, never occurred to me that managing a group of five would be so psychologically demanding.

c. I had to delegate tasks, resolve internal conflicts and review everyone's work late into the night.

d. Taking on the role of team leader for our final science project for a month really exhausted me, but at the same time made me more appreciative of leadership skills.

e. The responsibility was such hard work that it made me feel overwhelmed all the time and even lose my appetite.

A. e – a – d – c – b **B.** d – e – b – a – c **C.** d – b – c – e – a **D.** e – c – a – b – d

Question 13.

a. Anna: Thank you very much for your clear guidance!

b. Librarian: Well, just log into the school library portal, click on the 'Exam Archives' tab, and select your subjects.

c. Anna: Excuse me, could you show me how to access the previous years' graduation exam papers?

A. a – b – c **B.** a – c – b **C.** c – a – b **D.** c – b – a

Question 14.

a. Alice: I took a few personality tests and talked to the school counselor. How about you?

b. Alice: That sounds like a great plan! I think gathering as much information as possible is the key to making the right choice.

c. Peter: I am still researching different majors, and I plan to attend the upcoming university fair.

d. Peter: You seem so certain about your future career path. What helped you decide?

e. Peter: Absolutely! Choosing the right major is essential for our future success.

A. c – a – d – b – e **B.** e – a – d – b – c **C.** c – b – e – a – d **D.** d – a – c – b – e

Question 15.

a. Springville High has now become a more supportive and nurturing educational environment, offering better psychological care for all students.

b. These vital improvements have notably boosted students' emotional resilience, fostering a healthier school environment and attracting positive feedback from parents.

c. To accommodate this demand, the school administration has replaced the part-time counselors with a full-time psychological support team and expanded private consultation rooms.

d. Recognising the increasing need for peer support, the board has had mental health workshops organized and an anonymous online helpline installed to optimise student well-being.

e. Over the past academic year, Springville High School has undergone a considerable transformation, experiencing an upsurge in academic pressure and an overload on the existing counseling team.

A. a – d – b – c – e **B.** e – c – d – b – a **C.** a – b – d – e – c **D.** e – d – c – a – b

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Gen Z's emergence as a dominant consumer base has increasingly aimed to reshape retail industries and enhance ethical consumption. During the early 2020s, this demographic allocated significant purchasing power to sustainable brands, **(16).** From 2022 to early 2026, they also championed secondhand marketplaces and boycotted unethical supply chains. These behavioral shifts have facilitated more transparent business practices and fostered eco-conscious retail environments. More ethical production can minimize carbon footprints, lower environmental degradation, and make sustainable products highly appealing, **(17)**.

Yet, consumer pressure alone cannot guarantee a truly sustainable global economy. Retail corporations also need to ensure material traceability, strengthen supply chain auditing, and support fair labor practices. Recent retail strategies have therefore prioritized eco-friendly packaging, circular economy models, and corporate transparency, **(18).** In this context, sustainable marketing is not merely a public relations tool. It can elevate brand loyalty and broaden market share, but some corporate executives remain hesitant about adopting entirely green manufacturing processes. **(19)**. There is evidence that this reluctance may stem partly from a lack of immediate financial returns and partly from anxieties regarding higher production costs. Even so, ethical business practices are likely to remain indispensable, **(20)**_____. This is especially true in sectors striving to capture young consumer loyalty through authentic environmental solutions.

(Adapted from reports on Gen Z consumer behavior, 2024–2026)

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Question 16.

A. a visible market adjustment that has expanded ethical demand while intensifying scrutiny of long-term corporate responsibility

B. a measurable purchasing movement that has strengthened sustainable branding while exposing unresolved weaknesses in global retail structures

C. a notable consumer transition that has improved brand accountability while leaving production systems largely under pressure

D. a substantial market shift that has yielded clear environmental benefits while highlighting the necessity of future corporate reforms

Question 17.

A. which means ethical consumption is often interpreted through broader expectations of long-term corporate accountability

B. which is why many young consumers increasingly associate premium pricing with deeper environmental commitment

C. which is why many young shoppers view transparent sourcing as the most tangible indicator of corporate responsibility

D. which helps explain why sustainable branding is frequently judged through packaging, messaging, and store identity

Question 18.

A. although visible sustainability messaging improves corporate image, it primarily functions as a superficial public relations tool

B. because stronger environmental branding increasingly helps global policymakers to strictly standardize ethical consumption across sectors

C. since transparent reporting and circular models guarantee immediate financial returns despite higher initial production costs

D. since verifiable green initiatives empower conscientious buyers to form enduring, loyalty-driven relationships with responsible brands

Question 19.

A. Competitive pressure can also determine whether green innovation is treated as a branding asset or a structural investment

B. Profitability concerns therefore also shape the extent to which new sustainable models are adopted and scaled.

C. Investor expectations therefore influence how confidently sustainability targets are communicated to the broader market

D. Operational uncertainty likewise affects how rapidly environmental commitments are translated into concrete manufacturing change

Question 20.

A. especially as public expectations continue to reward brands that communicate sustainability more consistently over time

B. particularly when strict certifications and robust transparency reassure consumers of their authenticity and impact

C. especially if firms can preserve consumer interest while balancing environmental commitments with competitive pricing

D. particularly when environmental messaging is integrated into premium branding and broader product differentiation

Elevating Foreign Language Education in Nghe An

Nghe An province has recently made significant strides in upgrading its educational system, particularly in foreign language instruction. Over the past few years, the provincial Department of Education and Training has provided a broad **(21)**_____ of instructional materials to high schools across the region. These comprehensive reforms are intended to make language acquisition highly **(22)**_____ while ensuring equal learning opportunities for rural students. Local authorities, **(23)**_____ a strategic framework for the "Foreign Language Enhancement" project earlier this year, have now inspired teachers to adopt modern pedagogical methods. Consequently, continuous professional development is now recognized as a **(24)**_____ element of the province's educational strategy rather than a marginal concern. The announcement **(25)**_____ this ambitious initiative was highly praised at a recent national conference as accelerating the transformation of the local learning environment. Furthermore, local schools are being encouraged to **(26)**_____ forces with international organizations to bring native-speaking assistants into the classroom.

(Adapted from https://en.baonghean.vn)

Question 21.	**A.** number	**B.** extent	**C.** range	**D.** amount
Question 22.	**A.** interactively	**B.** interaction	**C.** interactive	**D.** interacted
Question 23.	**A.** drafted	**B.** having drafted	**C.** drafting	**D.** being drafted
Question 24.	**A.** pivotal	**B.** peripheral	**C.** provisional	**D.** secondary
Question 25.	**A.** that	**B.** which	**C.** how	**D.** whether
Question 26.	**A.** ally	**B.** merge	**C.** join	**D.** unite

Exploring Pu Mat: An Ecotourism Guide for Visitors

Visiting the Western Nghe An Biosphere Reserve offers an experience of breathtaking biodiversity. Currently, the booming local tourism sector often prioritizes attracting massive crowds over sustainable ecotourism management. **(27),** unregulated sightseeing can quickly degrade habitats, increase pollution levels, and result **(28)** long-term ecological problems. To stay environmentally conscious, tourists should remember to:

- Minimize single-use plastics and carry reusable items **(29)**_____ day.
- Develop a **(30)**_____ through consistent, careful waste disposal.
- Stay on designated trekking trails to avoid **(31)**_____ damage during forest exploration.
- Make consistent, informed choices to support local communities, wildlife security, and future conservation goals.

By applying these principles regularly, travelers can keep this majestic national park in pristine **(32)**_____ throughout the seasons and beyond. This will also strengthen local livelihoods, ecotourism focus, and overall long-term environmental stability significantly.

(Adapted from UNESCO, Western Nghe An Biosphere Reserve; and Tourism Information Technology Center, Western Nghe An: A Destination for Ecotourism and Green Travel Experiences.)

Question 27.	**A.** In addition	**B.** However	**C.** For example	**D.** Consequently
Question 28.	**A.** to	**B.** from	**C.** on	**D.** in
Question 29.	**A.** each	**B.** whole	**C.** another	**D.** all

Question 30.

A. practice conservation model

B. model practice conservation

C. conservation practice model

D. model conservation practice

Question 31.	**A.** extreme	**B.** serious	**C.** plentiful	**D.** acute
Question 32.	**A.** state	**B.** situation	**C.** appearance	**D.** condition

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When agricultural cooperatives integrate individual farms into a unified "smart agri-network", they employ digital systems to make rural farming significantly more **resilient** for modern agriculturalists. Weather satellites, drone surveillance, and soil sensors create a continuous, shared overview of moisture levels, pest movements, and temperature fluctuations. Because farmers connect to the same network, cooperative managers can formulate better planting schedules, determine when to deploy harvesting machinery, and monitor agricultural carbon footprints in real time. What once relied on traditional almanacs is now guided by instantaneous data.

With intelligent greenhouse technology, agricultural facilities can precisely chart **their** microclimate needs and establish tailored growing profiles. Motorized sunshades adjust automatically to minimize leaf scorch, smart thermostats adjust temperatures based on crop maturity, and drip systems circulate water only where sensors indicate a requirement. **Because irrigation is directed exactly where it is demanded, overall crop yield improves while water expenditure drops.** Studies within our country routinely highlight substantial reductions in resource waste and operational overheads.

Soil conservation is equally **rigrous** in these advanced farming projects. Specialized monitors measure underground nutrient levels every minute, and predictive algorithms anticipate pest swarms or fungal outbreaks with exceptional precision. Automated dispensers channel exact fertilizer volumes to parched roots and halt when saturation is imminent, alleviating the threat of chemical runoff and ecological ruin. The outcome is a more reliable food reserve during harsh seasons and a greener habitat for all local species.

The drive toward enduring agricultural resilience is similarly data-driven and proactive. Centralized servers log daily harvest rates and crop failures the instant they fluctuate. Diagnostic software examines the archives to pinpoint inefficiencies in the supply chain and recommend enhanced crop rotation protocols for the upcoming years to agricultural boards, ensuring ongoing optimization. This makes contemporary food production both highly profitable and environmentally sound.

(Adapted from global reports on climate-smart agriculture, 2024–2025)

Question 33. The word **"resilient"** in paragraph 1 mostly means _____.

A. adaptable **B.** vulnerable **C.** conventional **D.** efficient

Question 34. Which of the following is NOT mentioned in paragraph 1 as information displayed by digital systems?

A. changes in the genetic makeup of crop varieties

B. the movement patterns of pests across fields

C. shifts in local temperature patterns

D. variations in soil moisture across farmland

Question 35. The word **"their"** in paragraph 2 refers to _____.

A. agricultural facilities **B.** irrigation networks

C. temperature controls **D.** greenhouse systems

Question 36. Which of the following best paraphrases the underlined sentence in paragraph 2?

A. Because water is delivered more frequently to crops, total harvests rise while overall operating costs remain stable.

B. Because water is spread more evenly across farmland, total harvests rise while water consumption gradually increases.

C. Because water is supplied only where it is needed, crop yields rise while overall water costs decline.

D. Because water is distributed more widely across fields, crop yields rise while irrigation systems become easier to manage.

Question 37. The word **"rigorous"** in paragraph 3 is OPPOSITE in meaning to _____.

A. systematic **B.** strict **C.** lax **D.** demanding

Question 38. Which of the following is TRUE according to paragraph 4?

A. Diagnostic software utilizes stored data to identify supply chain inefficiencies and propose improved crop rotation protocols.

B. Since farm data is constantly monitored, modern food production no longer contains any inefficiencies needing correction.

C. Centralized servers record changes in harvest rates only after agricultural boards request updated farming reports.

D. Agricultural boards manually review stored harvest records before software can identify supply-chain weaknesses.

Question 39. Which paragraph mentions the use of predictive technology and automated dispensers to manage fertilizers and prevent chemical runoff?

A. Paragraph 1 **B.** Paragraph 3 **C.** Paragraph 4 **D.** Paragraph 2

Question 40. Which paragraph describes greenhouse equipment adjusting its operation automatically in response to sunlight or crop maturity?

A. Paragraph 1 **B.** Paragraph 3 **C.** Paragraph 4 **D.** Paragraph 2

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