

Society for Human Resource Management Certified Professional

1. A data management company is looking to hire several new candidates who will be responsible for researching current data and cleaning up outdated files within the database. The database cleanup will cover four separate departments within the company, so the new employees will be required to work with the heads of each of the department. Lydia, who is the human resources professional for the company, has been asked about which type of interview would be most effective for this position. Considering the job situation, what type of interview should Lydia recommend?

A. Panel

B. Behavioral

C. Patterned

D. Stress

E. Nondirective

Answer(s): A

2. What is required in the role of the human resources professional when considering unique employee needs?

A. Assessing the boundaries of the current policies of the organization

B. Creating diversity initiatives by enabling employees to find a comfortable place within the company

C. Recognizing that the most effective employees are those who are able to balance their work with situations outside of work

D. Locating repatriation situations for employees who have the potential to benefit the organization outside the United States

E. Establishing flexibility within the working arrangements of employees by providing daycare programs, nutrition and health training, and fitness centers

Answer(s): C

3. Which of the following best defines the purpose of talent management for the human resources professional?

A. Creating interest for potential employees and developing current employees with the potential for management and executive positions

B. Locating new talent that will enable the organization to grow and improve

C. Training all employees for expected promotions within the organization

D. Setting apart employees who are currently ready or will be ready for higher positions

E. Identifying employees who have the most potential and training them for management positions within the organization

Answer(s): A

4. Summarize the ruling in Regents of California v. Bakke (1978).

A. Nonunion employees are not entitled to Weingarten rights.

B. Arbitration clauses are enforceable even when a business is engaged in interstate commerce.

C. Employees must be given a reasonable opportunity to reject unfair arbitration clauses.

D. Universities may not use quotas to boost minority admissions.

Answer(s): D

5. Which of the following best explains workers compensation laws regarding an employer's responsibility?

A. Employers are responsible for any workrelated injuries or health problems

B. Employers are responsible for any health problems that an employee develops while working for the employer

C. Employers do not have to assume responsibility for employee problems unless the employee proves definitively that the problem is job related

D. Employers may utilize federal aid for most workrelated injuries and problems that employers develop on the job

E. Employers are only responsible for a federally designated list of injuries and problems that employees develop on the job

Answer(s): A

6. Which of the following is the best definition of an employee brand?

A. The public relations strategy for a company's success

B. The human resources policy of marketing the company to prospective employees

C. A clear portrayal of the company's identity

D. The total rewards philosophy for a company

E. The logo that represents a company

Answer(s): C

7. Which of the following is not an acceptable reason for FMLA leave?

A. Resting during a difficult pregnancy

B. Caring for a newborn infant

C. Caring for a partner who is ill

D. Adopting or fostering a child

Answer(s): C

8. What is the established radius for which FMLA applies to employees working for private employers?

A. 30 miles

B. 50 miles

C. 75 miles

D. 85 miles

Answer(s): C

9. What was the primary result of Faragher v. City of Boca Raton (1998)?

A. Employers are not responsible for their employees' behavior.

B. An adverse TEA need only be implied for harassment to be actionable.

C. Sexual harassment that creates a hostile work environment is covered by Title VII.

D. A work environment is considered hostile if it causes observable psychological injury.

Answer(s): B

10. Which of the following is identified as the "eligibility, rights, and responsibilities notice" for employees regarding FMLA?

A. WH380

B. WH381

C. WH382

D. WH383

Answer(s): B

11. Which of the following represents an important change that occurred with the 2006 passing of the Pension Protection Act (PPA)?

A. The age limit for vesting in the pension plan was lowered

B. Employees must now choose to opt out of the program

C. Part of the pension plan is now subject to higher income tax

D. Employees over the age of 50 may increase their catchup contributions

Answer(s): B

12. The Green Company is putting together a group incentive. To begin with, management assesses the baseline productivity levels of the organization. Incentives are given when the group exceeds baseline productivity. What type of program has the Green Company established?

A. gainsharing

B. Scanlon Plan

C. improshare

D. profit sharing

Answer(s): C

13. Administrative laws, such as agency rules and regulations, take effect how many days after being published in the Federal Register?

A. 15 days

B. 30 days

C. 45 days

D. 60 days

Answer(s): B

14. Which of the following motivational theories explores two different managerial approaches: providing rigorous structure and supervision because employees are only working for financial reward versus providing an atmosphere conducive to dialogue, growth, and modification of structure because employees work not just for financial reward, but the betterment of themselves and others?

A. Maslow Hierarchy Theory

B. Skinner Behavioral Theory

C. McGregor X and Y Theory

D. McClelland Acquired Needs Theory

E. Adams Equity Theory

Answer(s): C

15. Which piece of legislation established that employees may not demand payment for their commute time?

A. Fair Labor Standards Act

B. Davis Bacon Act

C. Portal to Portal Act

D. Commute Compensation Act

Answer(s): C

16. OSHA operates under three primary expectations for employers. Which of the following is not one of these expectations?

A. Educate employees about safety in the workplace

B. Provide employees a safe place to work

C. Ensure that federal safety standards are met

D. Ensure that occupational safety standards are met

Answer(s): A

17. Risk management activities for Civil Rights are covered under which of the following pieces of legislation?

A. EEOC

B. SOX

C. OSHA

D. SEC

E. MSHA

Answer(s): A

18. Which of the following is defined as a business decision to eliminate a department by laying off employees or moving them to another department?

A. Corporate restructuring

B. Divestiture

C. Reengineering

D. Offshoring

Answer(s): B

19. What are the four styles of leadership identified by the HerseyBlanchard theory?

A. telling, selling, participating, delegating

B. showing, growing, sowing, bestowing

C. managing, administrating, inspiring, following

D. giving, taking, making, doing

Answer(s): A

20. Which Department of Labor form is appropriate for FMLA regulations that apply to caring for a covered service member?

A. WH380E

B. WH380F

C. WH384

D. WH385

Answer(s): D
