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Sample Questions (Q204-Q209):

NEW QUESTION # 204

Which of the following is not a part of the due diligence process that a human resources professional must review during a merger?

- A. Affirmative Action plans
- B. OSHA compliance
- C. Whistleblower prevention
- D. Employment contracts
- E. Union activity

Answer: C

Explanation:

Explanation: A due diligence process during a merger should focus primarily on recording the following basics of company employee details: documentation regarding employee names, employment contracts, I9 forms, benefit contracts, compensation information, company policy and procedures (such as handbooks for employees), compliance documentation for equal opportunity, information about company labor relations (including labor activity), all information about potential legal situations (such as legal violations, sexual harassment claims, and disputes about employee terminations), and legal compliance documentation for COBRA, FMLA, WARN, and OSHA. This means that answer choices A, B, D, and E all fall within the boundaries of due diligence for a merger, leaving only answer choice

C. What is more, whistleblower prevention is not necessarily legal - as there are a number of laws designed to protect whistleblowers - so a company could not legally retain or utilize whistleblower techniques.

NEW QUESTION # 205

The head of the administrative department for a major university has asked Raisa, a human resources professional at the school, for a teambuilding exercise that will benefit the administrative department. The administrative department is composed of employees who work closely together daily but often run into conflicts that indicate a clash of personalities. The department head hopes to find a teambuilding exercise that will improve the relationships among staff members in the department. Which of the following should Raisa recommend to the department head?

- A. A team obstacle course
- B. The MeyersBriggs Type Indicator
- C. Roleplaying situations
- D. Reallife scenario recreation
- E. Team scavenger hunts

Answer: B

Explanation:

Explanation: In the workplace, the MeyersBrigg Type Indicator is primarily used as a personality test to enable individuals to understand their personalities better and to assist staff members in appreciating how to interact with their coworkers more effectively. Due to the nature of the administrative department and its situation - employees who work together quite frequently and run into personality conflicts - the MeyersBrigg test will be Raisa's best recommendation. Answer choices A and C are incorrect because research has suggested a lack of longterm value in teambuilding activities such as obstacle courses and scavenger hunts. Answer choices B and E are also incorrect: while roleplaying situations and reallife scenarios might be beneficial to those who work in highly active and often sensitive fields, they will not necessarily be as useful for employees whose jobs is more focused around completing and maintaining paperwork for a university.

NEW QUESTION # 206

Which of the following statements about performance appraisal is false?

- A. Focal review programs include all of the employees in an organization.
- B. Forced ranking systems assume that most employees are neither exceptionally good nor exceptionally bad.
- C. Ranking is a good method for appraising large groups of employees.
- D. A behaviorally anchored rating system isolates each job's most important tasks.

Answer: C

Explanation:

Explanation: Ranking is not a good method for appraising large groups of employees. The ranking method simply entails placing jobs in order from most important to least. In a large organization, it will be difficult to make comparisons between jobs. Also, many job groups will be so different that comparisons will be worthless. The other answer choices are true statements. In a forced ranking system, the appraisers place all employees on a bell curve, and therefore the vast majority end up close to the middle.

NEW QUESTION # 207

Caspar is responsible for interviewing the candidates who have passed the first round of the application process for a new position at a large technology firm in Nevada. The first candidate that Caspar speaks to is a young woman with a strong resume and an accessible personality. Caspar is highly impressed and continues to remember the first candidate when he is interviewing the others. As a result, he rates the other candidates lower than the first, even though two of the other candidates have more experience than the first candidate and have even received several awards that she has not received. In conducting the interviews, Caspar has displayed which of the following types of interview bias?

- A. Negative emphasis
- B. Leniency
- C. Cultural noise
- D. Halo effect
- E. Contrast

Answer: E

Explanation:

Explanation: Caspar's interview bias is one of contrast; he finds himself, however unconsciously, contrasting the other candidates with the first candidate that he interviews. A cultural noise bias (answer choice A) occurs when the candidate responds with pointed answers that are aimed at making the interviewer happy rather than responding in a more natural or general way. A halo bias (answer choice B) occurs when the interviewer considers only one quality of the candidate over his other qualities, such as shyness that might detract from the candidate's true record of achievement. A leniency bias (answer choice D) means the interviewer is lenient in regard to a candidate's potential weaknesses. A negative emphasis bias (answer choice E) means the interviewer places too much weight on the candidate's weaknesses.

NEW QUESTION # 208

All of the following are part of the Fair Labor Standards Act except:

- A. Federal service contracts
- B. Exemption conditions for employees
- C. Minimum wage
- D. Work conditions for children under 18
- E. Overtime

Answer: A

Explanation:

Explanation: The McNamara-O'Hara Service Contract Act (1965) covers federal service contracts, but the Fair Labor Standards Act does not. The Fair Labor Standards Act does, however, cover minimum wage requirements, exemption conditions for employees, work conditions for children under 18, and overtime. As a result, answer choices A, B, C, and D are all incorrect.

NEW QUESTION # 209

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