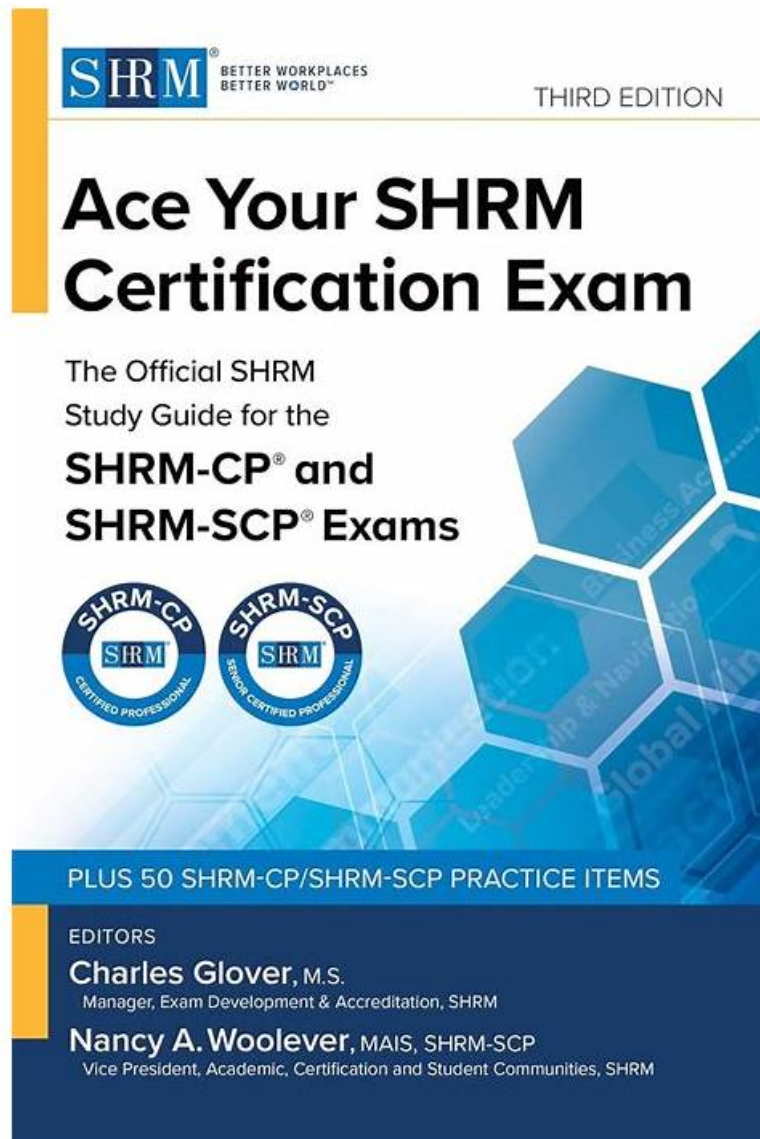


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## **SHRM Society for Human Resource Management Certified Professional Sample Questions (Q234-Q239):**

### **NEW QUESTION # 234**

Three barriers resulted in the need for the 1991 Glass Ceiling Act. These barriers were internal structural barriers, societal barriers, and which of the following types of barriers?

- A. Educational
- B. Recruitment
- C. Corporate
- **D. Governmental**

**Answer: D**

Explanation:

Explanation: Governmental barriers were identified as part of the need for the Glass Ceiling Act of 1991. Recruitment and corporate barriers fall under the category of internal structural barriers; educational barriers fall under the category of societal barriers.

### **NEW QUESTION # 235**

Summarize the ruling in *Taxman v. Board of Education of Piscataway* (1993).

- A. Employers are vicariously liable for supervisor harassment of employees.
- B. Employees on FMLA leave may be fired if they break the rules of the company.
- **C. Protected classes may not be given preferential treatment during layoffs if they have not been discriminated against or underrepresented before.**
- D. Sexual orientation is a protected class.

**Answer: C**

Explanation:

Explanation: In *Taxman v. Board of Education of Piscataway* (1993), the Court of Appeals for the Third Circuit ruled that protected classes may not be given preferential treatment during layoffs if they have not been discriminated against or underrepresented before. This case was based on a New Jersey school board's decision to lay off a white employee instead of a black colleague with the exact same amount of seniority. The white teacher charged reverse discrimination, and the Third Circuit agreed that the school board's decision was a violation of Title VII. This case was settled before it could reach the Supreme Court on appeal.

### **NEW QUESTION # 236**

Which of the following of collective bargaining results when both sides acknowledge that they have a strong motivation in the continuity of business activities, and thus proceed in negotiations with this acknowledgement?

- A. Positional bargaining
- B. Integrative bargaining
- **C. Interestbased bargaining**
- D. Distributive bargaining

**Answer: C**

Explanation:

Explanation: Interestbased bargaining results when both sides acknowledge that they have a strong motivation in the continuity of business activities, and thus proceed in negotiations with this acknowledgement. Positional bargaining results when each side

establishes a clear position and aims to achieve the goal or goals of that position. Integrative bargaining results when the different sides agree to compromise on certain issues by taking the big picture into account. Distributive bargaining is another name for positional bargaining.

#### NEW QUESTION # 237

In which case did the Fifth Circuit determine that a company may not claim physical difficulty as a bona fide occupational qualification in order to keep women out of certain jobs?

- A. Texas Department of Community Affairs v. Burdine (1981)
- B. Rosenfeld v. Southern Pacific (1968)
- C. Weeks v. Southern Bell Telephone Company (1969)
- D. McDonnell Douglas Corporation v. Green (1973)

**Answer: C**

Explanation:

Explanation: In Weeks v. Southern Bell Telephone Company (1969), the Fifth Circuit determined that a company may not claim physical difficulty as a bona fide occupational qualification in order to keep women out of certain jobs. This case centered on a woman who was denied an available position within the company because it entailed some heavy lifting. She asserted that this was discrimination. The company admitted prima facie discrimination but argued unsuccessfully that the ability to lift heavy objects was a bona fide occupational qualification.

#### NEW QUESTION # 238

What piece of legislation led to the creation of generally accepted accounting principles (GAAP)?

- A. Omnibus Budget Reconciliation Act
- B. Securities Exchange Act of 1934
- C. NorrisLa Guardia Act
- D. SarbanesOxley Act

**Answer: B**

Explanation:

Explanation: The Securities Exchange Act of 1934 led to the creation of generally accepted accounting principles (GAAP). This set of accounting standards was developed by the American Institute of Certified Public Accountants. For decades, the AICPA's standards were mandatory for publicly held companies in the United States. In the past few years, however, the Securities Exchange Commission has allowed some businesses to use the standard created by the International Accounting Standards Board.

#### NEW QUESTION # 239

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