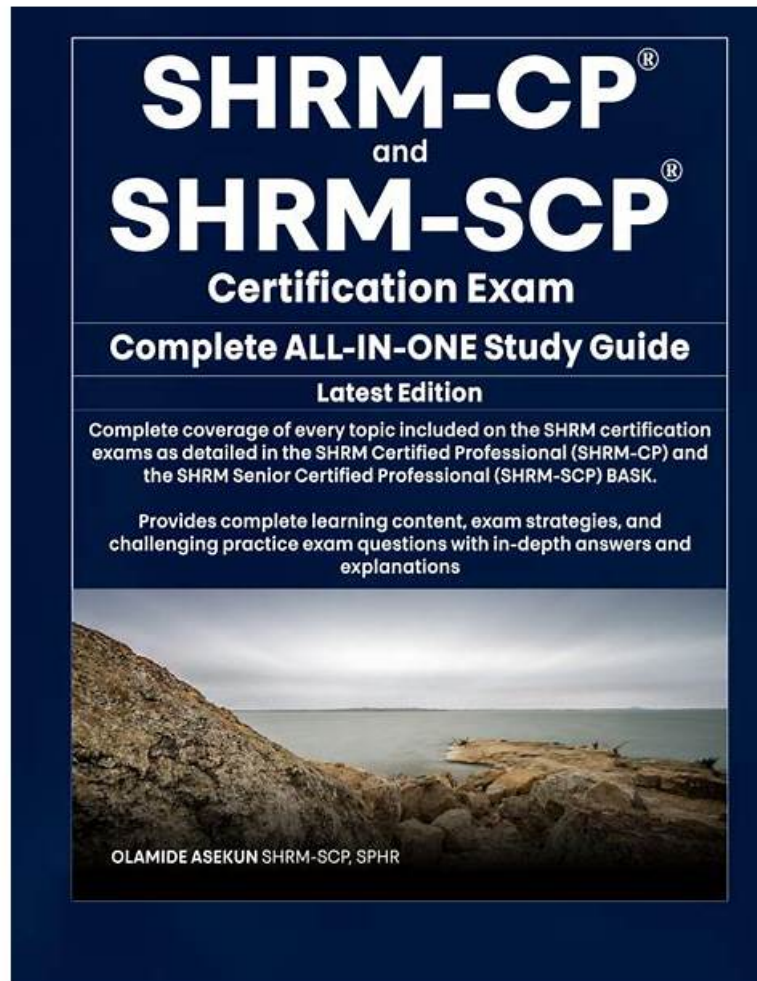


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SHRM Society for Human Resource Management Certified Professional Sample Questions (Q394-Q399):

NEW QUESTION # 394

How long after signing does an Executive Order become law?

- **A. 30 days**
- B. 15 days
- C. 60 days
- D. 45 days

Answer: A

Explanation:

Explanation: Unless otherwise stipulated, an Executive Order becomes law after 30 days. The other answer choices are either too low (15 days) or too high (45 days and 60 days).

NEW QUESTION # 395

The second of these important amendments to FLSA determined that employers cannot be required to compensate employees who commute long distances to work. Which of the following reflects this amendment?

- A. Equal Pay Act
- B. National Labor Relations Act
- **C. Portal to Portal Act**
- D. Davis Beacon Act

Answer: C

Explanation:

Explanation: The Portal to Portal Act, created in 1947, determined that employers cannot be required to compensate employees who commute long distances to work. The Equal Pay Act of 1963 forbids any type of discrimination based on the employee's gender. The Davis Beacon Act was created in 1931, and the National Labor Relations Act was created in 1935; both fall before the legislation of the Fair Labor Standards Act of 1938, so both are irrelevant.

NEW QUESTION # 396

A large corporation has raised concerns about the quality of written reports within the company. A cursory review has indicated that many employees, while they have advanced degrees, lack basic writing skills suitable for a corporate environment. The corporation has convened a committee to look into the matter, and the committee has requested input from the human resources professional on the appropriate action to take. What is the primary step that the human resources professional can make to the committee?

- A. Review recent writing samples to determine if employee skills are too low
- B. Review the resumes of all recent hires for writing courses they have completed
- **C. Develop an internal assessment to test the writing skill level of current employees**
- D. Require that all employees take a brief course to improve writing skills

Answer: C

Explanation:

Explanation: In this situation, the human resources professional can assist the corporation by developing an internal test that determines the writing skills of employees. Reviewing resumes to see which writing courses recent hires have taken is largely a waste of time; the corporation already recognizes that whatever courses may have been taken did little good. Requiring that all employees take a writing course is too broad and too generic. The first step is to determine where the writing level is and to make a decision from there. Reviewing recent writing samples to see if the writing level is too low is redundant; the question indicates that the committee has already done this.

NEW QUESTION # 397

For their first few months, new employees at Flanders Company receive frequent praise and encouragement from their supervisors. After a while, though, supervisors pay less attention to these employees. Performance evaluations indicate that employee productivity declines at this point. The supervisors at Flanders Company are practicing

- **A. extinction.**
- B. punishment.
- C. positive reinforcement.
- D. negative reinforcement.

Answer: A

Explanation:

Explanation: The supervisors at Flanders Company are practicing extinction, though they are most likely unaware of doing so. Extinction occurs when the positive reinforcement that followed a behavior ceases, and the behavior gradually ceases as well. Punishment is a negative consequence to a behavior. The absence of positive reinforcement is not considered punishment. Positive reinforcement is a reward, while negative reinforcement is the removal of a punishment. Positive and negative reinforcement are both used to encourage certain behaviors.

NEW QUESTION # 398

The EEO1 report must be completed on or before which date each year?

- A. April 1
- **B. September 30**
- C. June 15
- D. January 31

Answer: B

Explanation:

Explanation: The EEO1 report must be completed on or before September 30 of each year (as this reflects the federal fiscal calendar). The other dates - January 31, April 1, and June 15 - all reflect possible times for submitting the report, if viewed as falling "before" September 30, but they do not reflect the required date. Also, it is unlikely that any human resources professional would submit the report on these dates. It is far more likely that the report will be completed and submitted closer to the required date.

NEW QUESTION # 399

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