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SHRM Society for Human Resource Management Certified Professional Sample Questions (Q143-Q148):

NEW QUESTION # 143

Which of the following is NOT one of the stages of stress identified by Dr. Hans Selye?

- A. arousal
- B. exhaustion
- C. resistance
- D. withdrawal

Answer: D

Explanation:

Explanation: Withdrawal is not one of the stages of stress identified by Dr. Hans Selye. According to his model, the human response to stress passes through three distinct stages. At first, the body responds to stress by arousing the nervous system. During this stage, a person may be anxious or forgetful. During the resistance stage, the person will feel tired and indifferent, and may be unwilling to socialize. In the final phase, exhaustion, the body is worn out from fighting stress, and behavior becomes erratic.

NEW QUESTION # 144

The components of an effective substance abuse program include all of the following except:

- A. Targeted drug testing for employees who have substance abuse problems
- B. A written statement regarding the company's notolerance policy about substance abuse
- C. Management training programs for implementing substance abuse policy
- D. Educational awareness for incoming employees regarding the company's substance abuse policy
- E. Upperlevel management support for all substance abuse programs and policies

Answer: A

Explanation:

Explanation: Effective substance abuse programs require that drug testing be completely fair, and targeted drug testing for employees who betray substance abuse problems would not necessarily fall under the description of "fair." Answer choices A, B, C, and D are incorrect because all represent components of an effective substance abuse program within an organization.

NEW QUESTION # 145

Dennis owns a small business. He is contacted by state law enforcement officials because one of his employees is delinquent in his child support payments. Which piece of legislation governs Dennis' conduct in this situation?

- A. Small Business Regulatory Enforcement Fairness Act of 1996
- B. Personal Responsibility and Work Opportunity Reconciliation Act of 1996
- C. Small Business Job Protection Act of 1996 C.
Privacy Act of 1974

Answer: B

Explanation:

Explanation: The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 governs Dennis' conduct in this situation. This act also ended the designation of welfare as an entitlement program and mandated that welfare recipients begin working after receiving benefits for two years.

NEW QUESTION # 146

Which of the following acts requires workplaces to maintain an environment that is "free from recognized hazards that are causing or are likely to cause death or serious physical harm"?

- A. DrugFree Workplace Act
- B. SarbanesOxley Act
- C. Americans with Disabilities Act
- D. Fair Labor Standards Act
- E. Occupational Safety and Health Act

Answer: E

Explanation:

Explanation: The piece of legislation to which the quote refers is the Occupational Safety and Health Act of 1970 (OSHA). The Americans with Disabilities Act (ADA) is focused specifically on providing rights for employees with disabilities in the workplace. The DrugFree Workplace Act is focused on the substance abuse policy for federal contractors. The SarbanesOxley Act is focused on the legal obligation that organizations have to record and report financial information. And the Fair Labor Standards Act refers to the legal requirements that companies have to provide a workplace environment that is fair to all employees.

NEW QUESTION # 147

Which piece of federal legislation established that the United States will give preferential treatment to prospective immigrants who have special skills?

- A. 1965 amendments to the Immigration and Nationality Act of 1952

- B. Immigration Reform and Control Act of 1986
- C. Immigration Act of 1990
- D. Equal Employment Opportunity Act of 1972

Answer: A

Explanation:

Explanation: The 1965 amendments to the Immigration and Nationality Act of 1952 established that the United States gives preferential treatment to those prospective immigrants who have special skills. Until these amendments were passed, some nationalities received preferential treatment. The 1965 amendments made it illegal to use national origin, race, or heritage as a factor in immigration decisions.

NEW QUESTION # 148

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