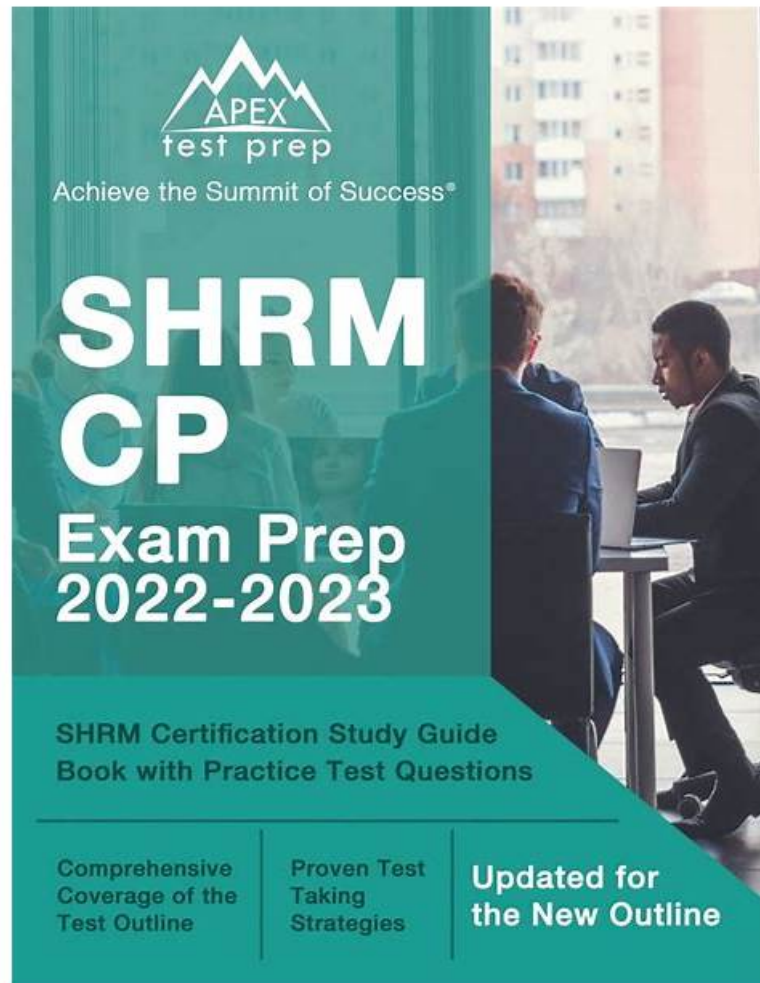


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SHRM Society for Human Resource Management Certified Professional Sample Questions (Q345-Q350):

NEW QUESTION # 345

The LaborManagement Reporting and Disclosure Act (LMRDA) of 1959 required that local unions conduct leadership elections how often?

- A. Every 2 years
- B. Every 5 years
- **C. Every 3 years**
- D. Every 4 years

Answer: C

Explanation:

Explanation: LMRDA required that local unions conduct leadership elections every three years. Answer choice D reflects the requirement for national unions (discussed in question 151). The other answer choices do not reflect union leadership election requirements.

NEW QUESTION # 346

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

- **A. Caring for a partner who is ill**
- B. Resting during a difficult pregnancy
- C. Caring for a newborn infant
- D. Adopting or fostering a child

Answer: A

Explanation:

Explanation: FMLA rules allow an employee to take off time to care for a family member within one of the following categories: spouse, child, or parent. In some cases, an extended family member may apply, if the individual can prove a close relationship with that family member. ("Distant uncle rarely seen" does not apply.) Additionally, a romantic partner does not apply; FMLA rules make it clear that the person must be recognized as a spouse within his or her state. FMLA rules do apply, however, to an individual who needs to rest during a difficult pregnancy, care for a newborn infant, or adopt or foster a child.

NEW QUESTION # 347

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

Answer: A

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 # 348

A small publishing company has decided to advertise for a new open position within the marketing department. Although the new hire will fall under the leadership of the marketing department, the job itself will require ongoing communication with at least two other departments. As a result, the individual that is hired will have to be able to work well with the leadership of the other departments. With this in mind, which of the following types of interview techniques will be best for screening prospective candidates?

- A. Behavioral
- B. Functional
- **C. Panel**
- D. Situational

Answer: C

Explanation:

Explanation: Because the new hire will have to work with the leadership of other departments, a panel style interview - at which the leadership of other departments is present - would be valuable in this situation. A situational interview style is useful when a candidate needs to be able to explain his decision within a hypothetical situation. That is less relevant under the circumstances described. A behavioral interview would ask the candidate how he behaved in a past situation. Again, that is not immediately relevant in this situation, nor would it be as useful as a panel interview.

NEW QUESTION # 349

The Uniform Guidelines on Employee Selection Procedures declare that

- **A. employers must use the selection tool that has the least adverse impact on protected classes.**
- B. employers may use whichever selection tool they prefer.
- C. a selection tool has an adverse impact when the hiring rate for protected classes is less than half the rate for the class hired most often.
- D. employers may never use selection tools that adversely impact protected classes.

Answer: A

Explanation:

Explanation: The Uniform Guidelines on Employee Selection Procedures declare that employers must use the selection tool that has the least adverse impact on protected classes. Of course, this provision is only applicable when the employer has access to more than one selection tool. When there is no other option, employers may use selection tools that adversely impact protected classes. According to the UGESP, an adverse impact exists when the selection rate for a protected class is 4/5 or less of the normal selection rate.

NEW QUESTION # 350

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