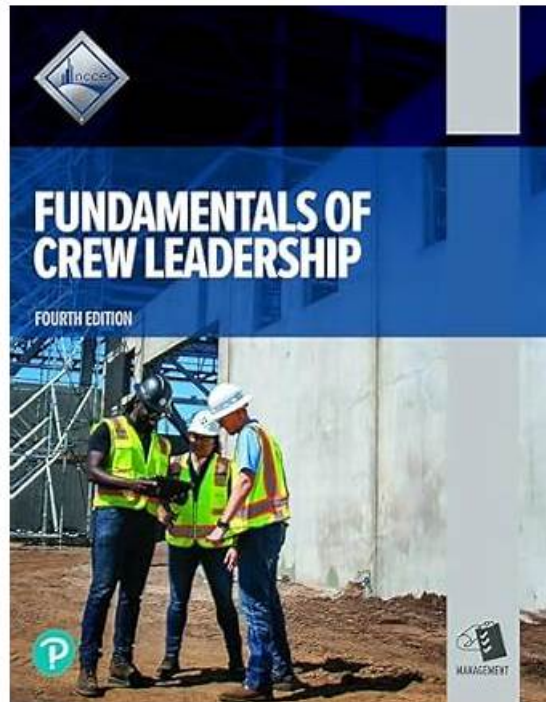


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NCCER Module 46101 Fundamentals of Crew Leadership Sample Questions (Q15-Q20):

NEW QUESTION # 15

Which of the following statements regarding the consequences of willful safety violations is TRUE?

- A. Employers cannot be held liable for an employee's injury or death.
- **B. Superintendents and crew leaders can be held financially and criminally liable.**
- C. Only the negligent injured worker can be fined.
- D. Only upper company management can be fined.

Answer: B

Explanation:

When safety violations are deemed willful, meaning the employer or a supervisory employee intentionally disregarded or was plainly indifferent to safety regulations, the consequences can be severe. Superintendents and crew leaders, as supervisory personnel with responsibility for job site safety, can be held financially and criminally liable (D) for such violations, in addition to potential penalties for the company itself. Negligent workers (A) may face disciplinary actions but are not typically fined by regulatory bodies. Upper management (B) can also be held liable, and employers are indeed liable for employee injuries or deaths resulting from safety violations (C). (OSHA Act of 1970; Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 3.3.2 Consequences of Violations)

NEW QUESTION # 16

Which of the following statements regarding discrimination issues is TRUE?

- A. Employers can avoid gender-related issues by hiring only men.
- **B. Employers can minimize workplace discrimination by hiring based on valid, job-related requirements.**
- C. Employers avoid claims of job discrimination by hiring anyone who applies for a job, if a position is available.
- D. Employers are justified in ignoring claims of sexual harassment against male employees.

Answer: B

Explanation:

Employers can minimize workplace discrimination by establishing and adhering to valid, job-related requirements (C) for hiring and promotion. Hiring only men (A) is discriminatory. Ignoring claims of sexual harassment against male employees (B) is illegal and unethical. Hiring anyone who applies (D) without considering qualifications can lead to inefficiency and potential discrimination issues. (Equal Employment Opportunity Commission (EEOC) guidelines; Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 2.3.1 Understanding Workplace Discrimination)

NEW QUESTION # 17

What is one of the many traits effective leaders should have?

- A. the motivation to carry the workload alone in order to achieve a goal
- **B. the ability to communicate the goals of a project**
- C. a perfectionist nature that ensures they will not make mistakes
- D. the ability to make decisions without listening to the opinions of others

Answer: B

Explanation:

Effective leaders possess strong communication skills, including the ability to communicate the goals of a project (A) clearly and

concisely to their team. A perfectionist nature (B) can lead to micromanagement and hinder progress. Leaders should empower their team, not try to carry the workload alone (C). While decisiveness is important, effective leaders also value input from their team members (D). (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 1.1.2 Characteristics of Effective Leaders)

NEW QUESTION # 18

Which of the following is an uninsured cost of an accident?

- A. employee benefits
- **B. production delays**
- C. compensation
- D. medical bills

Answer: B

Explanation:

Uninsured costs or indirect costs of accidents are those not typically covered by insurance. Production delays (C) resulting from an accident, such as work stoppage and rescheduling, are a significant uninsured cost.

Medical bills (A), compensation (B), and some employee benefits might be covered under insurance policies.

(Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 3.1.1 Understanding the Costs of Accidents)

NEW QUESTION # 19

When delegating, the crew leader should make sure the crew member understands what to do and

- **A. their level of responsibility.**
- B. the degree of risk involved.
- C. has read the OSHA regulations.
- D. who should be blamed if there is a problem.

Answer: A

Explanation:

Effective delegation involves clearly communicating the task and ensuring the crew member understands not only what to do but also their level of responsibility (A) for completing the task. While understanding risks (B) and following safety regulations (C) are important, and accountability is necessary, the immediate need in delegation is to define the scope of their responsibility. Focusing on blame (D) is counterproductive to effective teamwork. (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 5.3.2 Principles of Effective Delegation)

NEW QUESTION # 20

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