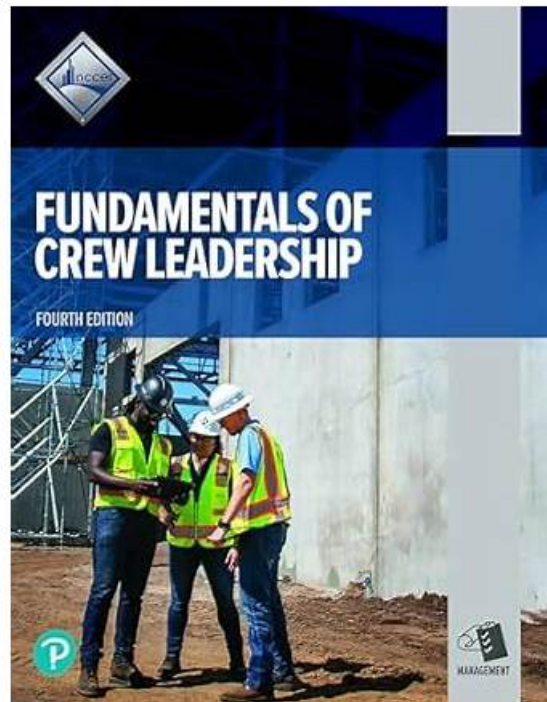


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### NCCER Module 46101 Fundamentals of Crew Leadership Sample Questions (Q24-Q29):

#### NEW QUESTION # 24

What is one good way to prevent sexual harassment in the workplace?

- A. Promote the victim to a new job.
- **B. Establish a no-tolerance policy.**
- C. Increase the victim's compensation.
- D. Improve employee screening methods.

**Answer: B**

Explanation:

One of the most effective ways to prevent sexual harassment is to establish a no-tolerance policy (A) that clearly defines prohibited conduct, outlines reporting procedures, and ensures prompt and thorough investigation of complaints. Promoting the victim (B) or increasing their compensation (C) does not address the harassment itself. While improved employee screening (D) might help, a clear policy and consistent enforcement are crucial. (Equal Employment Opportunity Commission (EEOC) guidelines; Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 2.3.2 Preventing Harassment)

#### NEW QUESTION # 25

The MOST effective approach to the inability of two employees to work together would be to do what?

- **A. Speak directly to the individuals and to others to learn what the problems are.**
- B. Write a memo to each of them ordering them to cooperate.
- C. Write a memo to all crew members, without mentioning names, encouraging cooperation.
- D. Pick the worker you think is causing the most trouble and threaten dismissal.

**Answer: A**

Explanation:

The most effective approach to resolving interpersonal conflicts between employees is to speak directly to the individuals and to others to learn what the problems are (C). This allows for open communication, identification of the root causes of the conflict, and the opportunity to find a mutually agreeable solution.

Simply ordering cooperation (A), threatening dismissal (B), or sending a general memo (D) are less likely to address the underlying issues effectively. (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 2.4.2 Resolving Conflicts)

#### NEW QUESTION # 26

Which of the following is the most serious issue an employee could face in terms of career growth?

- A. not receiving an annual bonus
- B. not being selected for Employee of the Month
- **C. not being given any opportunity for advancement**
- D. not being granted a compensatory day off

**Answer: C**

Explanation:

While factors like not receiving a bonus (A), not getting a compensatory day off (B), or not being recognized as Employee of the Month (C) might affect morale, a significant reason for an otherwise effective worker to leave is not being given any opportunity for advancement (D). Skilled and motivated individuals often seek growth and development in their careers, and a lack of upward mobility can lead to dissatisfaction and turnover. (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 2.5.1 Understanding Employee Retention)

#### NEW QUESTION # 27

Site changes in the original design that are made during construction are documented in the

- **A. as-built drawings.**
- B. job specifications.
- C. project schedule
- D. takeoff sheet.

**Answer: A**

Explanation:

Changes made to the original design during the construction process are formally documented in the as-built drawings (C), also known as record drawings. These drawings reflect the actual dimensions, layout, and specifications of the completed project. The takeoff sheet (A) is used for quantity estimation, the project schedule (B) outlines timelines, and job specifications (D) detail the required materials and workmanship.

(Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 4.3.4 Project Documentation)

#### NEW QUESTION # 28

Productivity is defined as the

- A. amount of material scheduled to be used in a given time.
- **B. total amount of material an individual or crew places in a given time.**
- C. amount of material an individual worker places to complete a job.
- D. total amount of material a crew places for a given job.

**Answer: B**

Explanation:

Productivity is most accurately defined as the total amount of material an individual or crew places in a given time (D). It measures the efficiency of work by relating output (e.g., quantity of material installed) to input (e.g., labor hours). Option A describes the total output for a job, not the rate. Option B refers to planned material usage. Option C focuses on an individual's total output for a job, not necessarily within a specific timeframe.

(Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 5.1.1 Defining Productivity)

#### NEW QUESTION # 29

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