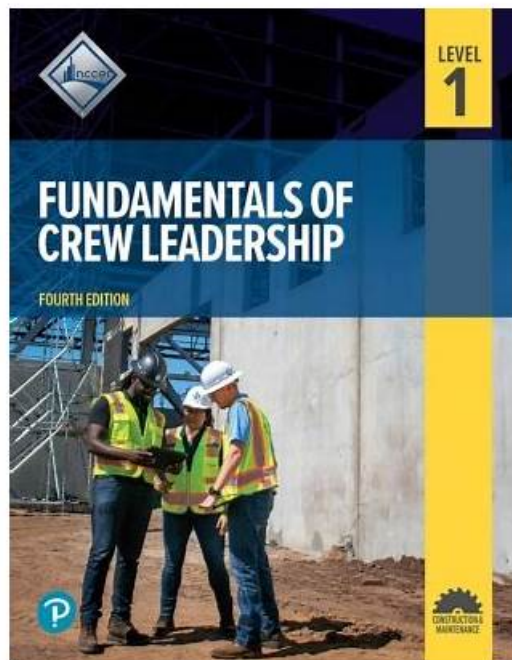


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NCCER Module 46101 Fundamentals of Crew Leadership Sample Questions (Q26-Q31):

NEW QUESTION # 26

Productivity is defined as the

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

Answer: D

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 # 27

In a firm-fixed-price contract, the contractor's profit is

- A. negotiated separately from labor and material costs.
- B. subject to penalties and incentives
- C. tied to project schedule performance.
- **D. incorporated into the bid.**

Answer: D

Explanation:

In a firm-fixed-price contract, the contractor agrees to complete the project for a set price. The contractor's profit is incorporated into the bid (A) by estimating costs (labor, materials, overhead) and adding a desired profit margin. Penalties and incentives (B) are more common in other contract types. Profit is not directly tied to the schedule in this contract type (C), and it is not negotiated separately (D). (Fundamentals of Crew Leadership, Fourth Edition, NCCER, Section 4.1.3 Understanding Contract Types)

NEW QUESTION # 28

Which of the following statements regarding discrimination issues is TRUE?

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

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 # 29

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

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

Answer: D

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 # 30

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

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

Answer: D

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 # 31

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