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Question 1

Question Type: MultipleChoice

Which of the following clause protects the employee's job and compensation in the event of a reorganization, acquisition, or merger, for a specified period of time?

Options:

- A- Termination clause
- B- Change of control
- C- Advice of counsel
- D- Disability or death

Answer:

B

Explanation:

The change of control clause protects the employee's job and compensation in the event of a reorganization, acquisition, or merger, for a specified period of time.

Answer option C is incorrect. Advice of counsel is a clause for advising the employee to seek legal counsel prior to signing the contract is often included.

Answer option A is incorrect. The termination clause sets forth conditions that can be a cause termination. Inability to perform, neglecting the duties of the position, misconduct, or violations of company policies can be causes of termination.

Answer option D is incorrect. This clause can be included by the employer that states what happens to the agreement in the event of the disability or death of the employee.

Question 2

Question Type: MultipleChoice

As an HR Professional you must be familiar with the project management processes and the stakeholders of projects. All projects can map to the project management lifecycle. Which one of the following best describes the project management lifecycle?

Options:

A- It is the aggregation of the nine knowledge areas of project management: integration management, scope, schedule, costs, quality,

human resources, communication, risk, and procurement.

B- It is the life of the management of the project -from initiation, planning, execution, controlling, through closing.

C- It is the life of a project to interact with all areas including scope, schedule, costs, quality, human resources, communication, risk, and procurement.

D- It is a unique life of each project -from its initiation through its closing.

Answer:

B

Explanation:

The project management lifecycle is the flow of project management activities through the five process groups of initiating, planning, executing, controlling, and closing.

Answer option D is incorrect. This answer describes the project life cycle - which is unique to each project; not universal to all projects.

Answer option A is incorrect. This answer describes the integrated nature of projects where performance in each knowledge area can affect the performance of all other knowledge areas.

Answer option C is incorrect. This answer describes project integration management - the coordination of all necessary project management processes throughout the nine knowledge areas of project management.

Question 3

Question Type: MultipleChoice

You are a HR Professional for your organization and you're preparing your team for a series of interviews. You want the team to be familiar with the validity types you'll use and encourage in the series of interviews. One of the requirements for the open position is that the candidates are fluent in both English and Spanish. This is based on the high performers among current employees that have this trait. This is an example of what type of validity?

Options:

- A- Criterion-related validity
- B- Predictive validity
- C- Construct-related validity
- D- Content validity

Answer:

A

Explanation:

The requirement that the candidates are fluent in English and Spanish is a criterion-related validity as current employees that are fluent in both English and Spanish are successful.

Answer option D is incorrect. Content validity is an evidence that the candidate can perform key aspects of the job in the interview process, such as conversing in English and then in Spanish if these were the requirements of the job.

Answer option C is incorrect. Construct-related validity measures certain psychological tests to determine if the applicant possesses the desired characteristics to operate successfully in the position.

Answer option B is incorrect. Predictive-validity is a confirmation of characteristics the candidate is tested for during the interview process, hold true in the actual performance of the candidate once they've been hired.

Question 4

Question Type: MultipleChoice

You are the HR Professional within your organization, and you're working with the management to address the organizational culture. You explain to the management the four dimensions of organizational culture - as addressed by Deal and Kennedy. Which one of the following is not one of the four dimensions of organizational culture?

Options:

A- Heroes

B- Joy

C- Values

D- Rites and Rituals

Answer:

B

Explanation:

Joy is not one of the four dimensions of organizational culture, as defined by Deal and Kennedy. The four dimensions are values, heroes, rites and rituals, and the culture network.

Answer option C is incorrect. Values is one of the four dimensions of organizational culture, as defined by Deal and Kennedy.

Answer option A is incorrect. Heroes is one of the four dimensions of organizational culture, as defined by Deal and Kennedy.

Answer option D is incorrect. Rites and rituals is one of the four dimensions of organizational culture, as defined by Deal and Kennedy.

Question 5

Question Type: MultipleChoice

Your organization has 80 full-time employees. Management has recently informed you that they have sold their business and they'll be releasing all employees in the organization. Based on the Worker Adjustment and Retraining Notification Act of 1988, how many days must management give in writing to the employees of this organization before the mass layoff?

Options:

- A- 60 days
- B- 120 days
- C- Zero days
- D- 30 days

Answer:

C

Explanation:

The Worker Adjustment and Retraining Notification Act of 1988, applies only to organizations that have 100 or more employees, or a combined total of 4,000 or more hours per week, among full-time and part-time employees. Because this company has only 80 full-time employees, the Worker Adjustment and Retraining Notification Act of 1988 doesn't apply to this organization. When there are 100 or

more employees, or a total of 4,000 or more hours per week, employers are required to give in writing 60 days notice of the impending layoff.

Answer option D is incorrect. This organization doesn't qualify for the Worker Adjustment and Retraining Notification Act of 1988 because they only have 80 employees, not 100 or more.

Answer option A is incorrect. This organization doesn't qualify for the Worker Adjustment and Retraining Notification Act of 1988 because they have only 80 employees, not 100 or more.

Answer option B is incorrect. This organization doesn't qualify for the Worker Adjustment and Retraining Notification Act of 1988 because they have only 80 employees, not 100 or more.

Question 6

Question Type: MultipleChoice

Which of the following are the key components of gainsharing?

Each correct answer represents a complete solution. Choose three.

Options:

- A-** The organization and the employees share the financial gains.
- B-** If goals for improvements are met, employees and managers share the success.
- C-** Managers and employees provide their part of salary for charity.
- D-** Employees and management work together for reviewing organizational performance.

Answer:

A, B, D

Explanation:

The following are the key components of gainsharing:

1. Employees and management work together for reviewing organizational performance.
2. The organization and the employees share the financial gains.
3. If goals for improvements are met, employees and managers share the success.

Answer option C is incorrect. This is not the key component of gainsharing.

Question 7

Question Type: MultipleChoice

Your organization has a no-solicitation rule in effect for all employees. How does this rule affect the internal organization of unions?

Options:

- A-** Unions can only solicit for members with the managements approval, when there's a no-solicitation rule in effect.
- B-** Unions cannot solicit for membership when there's a no-solicitation rule in an organization.
- C-** Unions can solicit for membership with the permission of more than 30 percent of the organization.
- D-** Unions are exempted from no-solicitation rules.

Answer:

B

Explanation:

When an organization has a no-solicitation rule in effect, unions are prohibited from soliciting for membership. Note that the rule must be 100 percent enforced for all types of soliciting, not just unions. Employees selling cookies or other such fund raising activities could also affect the validity of the rule.

Answer option D is incorrect. Unions are not exempt from the no-solicitation rules.

Answer option C is incorrect. This isn't a true statement about the no-solicitation rules.

Answer option A is incorrect. A no-solicitation rule must be enforced by the management for all types of soliciting, not just for unions or fund raisers.

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