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Exam Name: PHR - Professional in Human Resources



Exam A

QUESTION 1

Virginia is the HR Professional for her organization and she is reviewing the details of the Age Discrimination in Employment Act (ADEA) of 1967. She tells John, one of her staff members, that the ADEA prohibits discrimination on the basis of age for employees and job applicants who are above a certain age. What age does the ADEA apply to employees and job applicants?

- A. 40 and above
- B. 50 and above
- C. 30 and above
- D. All people regardless of their age

Correct Answer: A

Section:

Explanation:

The ADEA applies to all people of age 40 and above. There is no cap on the age limit of the ADEA.

Answer options D, C, and B are incorrect. The ADEA applies only to people of age 40 and above.

QUESTION 2

Which one of the following best describes Progressive discipline?

- A. Discussion of substandard performance, written warning, final written warning, termination.
- B. Series of documents of employee's incompetence or insubordination that precedes an employee's termination.
- C. Discussion of substandard performance, verbal warning, written warning, and final written warning.
- D. Series of documents of employee's substandard performance prior to each step of discipline or termination.

Correct Answer: C

Section:

Explanation:

Progressive discipline usually follows a series of steps of discipline, where each step is slightly more serious than the previous step. The most common steps are: Discussion of substandard performance, verbal warning, written warning, and final written warning.

Answer options A, D, and B are incorrect. These are't valid descriptions of progressive discipline.

QUESTION 3

Henry is the HR Professional for his organization and he's discussing the status of Amy's employment. Amy earns \$87,500 per year and receives a paycheck via direct deposit every two weeks. Amy was hired under the offer of a salary position, but she feels that she is working far more than the agreed 40 hours per week. Based on these scenarios, do you believe Amy is exempt or non-exempt?

- A. Amy is exempt because she is paid on a salary basis.
- B. Amy is not exempt because she is working more than ten percent of her total agreed hours per week.
- C. Amy is exempt because she earns more than \$1,000 per week.
- D. Amy is not exempt because she is offered bonuses as part of her pay.

Correct Answer: A

Section:

Explanation:

An exempt employee is someone who is paid on a salary basis and earns more than \$455 per week. As the question states, Amy was hired under the offer of a salary.

Answer option C is incorrect. While Amy does earn more than \$1,000 per week, this doesn't automatically qualify her as exempt.

Answer option D is incorrect. Bonuses do not automatically qualify someone as non-exempt.

Answer option B is incorrect. The question doesn't tell how much additional hours Amy is actually working so this isn't a good choice. The amount of hours a person works doesn't directly affect their exempt or non-exempt status.

QUESTION 4

Your organization will be using the point factor technique in their evaluations of job performance. You need to communicate what the point factor technique accomplishes as you're the HR Professional for your organization.

Which one of the following best describes the point factor technique?

- A. Specific compensable factors are identified and then performance levels within the factors are documented.
- B. Specific compensable factors are identified and then performance levels within the factors are weighted on importance to the employee.
- C. Performance factors are identified by the employee and then performance levels within the factors are weighted based on importance to the organization.
- D. Specific compensable factors are identified and then performance levels within the factors are documented. The different factors and levels are weighted based on importance to the organization.

Correct Answer: D

Section:

Explanation:

The point factor technique identifies point of performance based on importance to the organization. Within each point, levels of performance are created. Both levels and points are then weighted based on most important to least important, to determine overall performance of each employee.

Answer options C, A, and B are incorrect. These are not valid definitions of the point factor technique.

QUESTION 5

What is the FairPay amount that defines, what a person makes, to be considered highly compensated?

- A. \$110,000 or more
- B. \$150,000 or more
- C. \$100,000 or more
- D. \$125,000 or more

Correct Answer: C

Section:

Explanation:

FairPay determines that a person earning \$100,000 or more is considered to be highly compensated.

Answer options A, D, and B are incorrect. The amount is \$100,000 or more, not specifically \$110,000, \$125,000, or \$150,000.

QUESTION 6

Your manager has approached you regarding her desire to outsource certain functions to an external firm. She would like for you to create a document to send to three vendors asking them for solutions for these functions that your organization is to outsource. What type of a procurement document would you create and send to the vendors in this instance?

- A. Request for Proposal
- B. Request for Quote
- C. Invitation for Bid
- D. Request for Information

Correct Answer: A

Section:

Explanation:

A request for proposal (RFP) is a procurement document that asks the vendor to provide solutions, ideas, and detailed information about the outsourced function. The vendor will provide a proposal in response to the RFP. An

RFP is often sent with a statement of work that details the outsourcing need that the vendor is to provide a solution and a price.

Answer option B is incorrect. A Request for Quote (RFQ) is a procurement document that asks the vendor to provide just a price for the solution to be purchased - no ideas or suggestions are needed from the vendor. RFQ are often used with materials, such as cost per metric ton or cost per unit.

Answer option C is incorrect. An invitation for bid (IFB) is identical to the request for quote. It is a procurement document asking the vendor for a fixed price for a specific thing to be purchased.

Answer option D is incorrect. A request for information (RFI) asks the vendor for more information about their solution, services, or company.

An RFI could ask for samples, references of work, white papers, and more information.

QUESTION 7

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A. This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964
- B. This is an example of a violation of the Title VII of the Civil Rights Act of 1964
- C. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- D. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company

Correct Answer: A

Section:

Explanation:

This is an example of a bona fide occupational qualification for the position because of the nature of the job and type of employee, female, that is needed in this instance.

Answer option C is incorrect. The sex of applicants is not excluded from the Title VII of the Civil Rights Act of 1964.

Answer option B is incorrect. This is not a violation of the Title VII of the Civil Rights Act of 1964 because some jobs may have an unintended discriminatory basis.

Answer option D is incorrect. The existence of a similar job for men or women does not automatically create exclusion to the Title VII of the Civil Rights Act of 1964.

QUESTION 8

You are an HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which EEO Report is a survey, collected every other year on even calendar years?

- A. EEO-4 Report
- B. EEO-5 Report
- C. EEO-3 Report
- D. EEO-1 Report

Correct Answer: C

Section:

Explanation:

The EEO-3 Report, formally known as the Local Union Report, is collected on even years.

Answer option D is incorrect. The EEO-1 Report is collected yearly for firms with 100 or more employees. It reports the race, ethnicity, and gender and job distribution of the organization.

Answer option A is incorrect. The EEO-4 Report, formally known as the state and local government report, is collected on odd years.

Answer option B is incorrect. This report, formally known as the Elementary-Secondary Staff Information Report, is collected by the EEOC, the Office for Civil Rights, and the national Center for Education Statistics of the Department of Education. It is collected in even numbers for school districts with 100 or more employees.

QUESTION 9

The JHG Company has used discriminatory hiring practices in the past but they adjusted their practices and are following federal laws now to ensure that fair hiring practices are met. However, the JHG Company has an employee referral program as a primary source to recruit new employees. What danger may the JHG Company be exposed to in this scenario?

- A. Perpetuating past unintentional practices
- B. Perpetuating past discrimination practices

- C. Succumbing to an adverse impact
- D. Not finding qualified racially diverse candidates

Correct Answer: B

Section:

Explanation:

This is an example of how past discriminatory practices can perpetuate themselves in the organization, by using the current pool of employees to bring new applicants. Past discriminatory practices that created the current pool of employees can cause the current pool to refer similar candidates to the company.

Answer option D is incorrect. While this choice is tempting the question doesn't reveal what the discriminatory practices were in the past. The discriminatory practices could have been race, sex, religion, or a host of other discrimination.

Answer option A is incorrect. The question doesn't reveal if the past practices were intentional or not, and the current situation could and could not be unintentional. The best answer, however, is that this scenario perpetuates past discrimination practices.

Answer option C is incorrect. An adverse impact is the overall effect of a disparate action. While this answer is tempting, it's not the best choice for the question.

QUESTION 10

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 in the interview process for a graphic designer is, for the graphic designer to use a software program and to create a simple brochure. This is an example of what type of validity?

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

Correct Answer: D

Section:

Explanation:

The selection criterion for the graphic designer to use the software program and create a brochure is indicative of the type of work the graphic designer should be able to do in the job. This is an example of content validity for the applicant.

Answer option C is incorrect. Criterion-related validity is an example where performance scores achieved by current employees are based on the criterion used for the selection. For example, current employees can perform better because they can design artwork in particular software programs, so applicants must be able to use the particular software program to qualify for the position.

Answer option A is incorrect. Construct-related validity measures certain psychological tests to determine whether 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 11

The Pregnancy Discrimination Act of 1978 prohibits employers from discriminating against employees on the basis of pregnancy, child birth, or other related medical conditions. This law affects organizations having what minimum number of employees?

- A. All organizations with employees must abide by this law
- B. Organizations with 100 or more employees
- C. Organizations with 15 or more employees
- D. This law only addresses federal government employees

Correct Answer: C

Section:

Explanation:

This law addresses all organizations that have 15 or more employees.

Answer option A is incorrect. Organizations with fewer than 15 employees are exempted from this law.

Answer option B is incorrect. The law requires organizations with 15 or more employees to conform to the regulation.



Answer option D is incorrect. This law applies to all organizations with 15 or more employees, not just the federal government.

QUESTION 12

The GHF Corporation is looking to hire four software developers. The average pay for software developers, with the desired skill set, is \$76,000. The GHF Corporation believes that by offering \$80,000 for the starting salary they'll attract better performers than their competitors. What is this scenario an example of?

- A. Lagging the market
- B. Leading the market
- C. Matching the market
- D. Beating the market

Correct Answer: B

Section:

Explanation:

When an organization wants to pay more than the market norm, they are considered to be leading the market.

Answer option A is incorrect. Lagging the market means an organization is paying less than the market norms.

Answer option C is incorrect. Matching the market means the company is paying the standard market rate.

Answer option D is incorrect. Beating the market isn't an appropriate terminology for this scenario.

QUESTION 13

You are an HR Professional for your organization. Your organization employs 120 people in the United States. You are required to file the EEO-1 report for your organization by what date?

- A. April 15 of each year
- B. The anniversary date of your organization reaching 100 employees
- C. January 1 of each year
- D. September 30 of each year

Correct Answer: D

Section:

Explanation:

The EEO-1 Report, known as the Employer Information Report, must be submitted to the Department of Labor's Office by September 30 of each year for employers with 100 or more employees.

Answer option C is incorrect. January 1 is not a valid answer.

Answer option A is incorrect. April 15 is the tax filing deadline.

Answer option B is incorrect. All organizations with 100 or more employees must file the EEO-1 report by September 30, not the anniversary date of your organization reaching 100 employees.

QUESTION 14

As an HR Professional, you are required to post an OSHA poster in a conspicuous place that is easily visible to employees. What OSHA poster lists each of the employee's rights?

- A. OSHA 3165 poster
- B. OSHA 5613 poster
- C. OSHA 5131 poster
- D. OSHA 3615 poster

Correct Answer: A

Section:

Explanation:

The OSHA poster with the employee's rights is OSHA poster 3165.

Answer options D, C, and B are incorrect. The OSHA poster with the employee's rights is OSHA poster 3165.



QUESTION 15

Question: Consider your role as a HR Professional in your organization. In your duties you're to keep abreast of market trends, practices in HR, employee attitudes, and your business needs. What component of the HR Impact Model is addressed in this situation?

- A. Programs and processes
- B. Policies and procedures
- C. Catalyst
- D. Consultation

Correct Answer: C

Section:

Explanation:

The HR Professional in this role of the catalyst is involved in the HR practices, trends, business needs, and understands the company's culture and employee attitudes. Answer option D is incorrect. The consultation role helps to define the overall organizational strategy.

Answer option B is incorrect. The policies and procedures role establishes and controls the HR processes, employee programs, and ensures fair treatment for employees.

Answer option A is incorrect. The programs and processes role oversees programs to attract and motivate employees, and promotes employee satisfaction and performance.

QUESTION 16

As an HR Professional, you must be familiar with certain theories and insights about organizational culture, organizational development, and management. Who addressed organizational culture as 'that's the way we do things around here'?

- A. Frederick Herzberg
- B. Allen A. Kennedy
- C. Edgard Schein
- D. W. Edwards Deming

Correct Answer: C

Section:

Explanation:

Edgard Schein of MIT's Sloan School of Management is the individual who defined organizational culture as 'that's the way we do things around here.'

Answer option A is incorrect. Herzberg's Theory of Motivation describes the elements that motivate performance in an individual.

Answer option D is incorrect. Deming is a leader in quality management but didn't address organizational culture, directly.

Answer option B is incorrect. Kennedy is a part of the team Deal and Kennedy who described the four dimensions of organizational culture.

QUESTION 17

As an HR Professional you need to be familiar with the Age Discrimination in Employment Act 1967. What is the maximum age this act applies to people?

- A. There is no age limit in the act
- B. 65
- C. 70
- D. 75

Correct Answer: A

Section:

Explanation:

The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants.

Answer options B, C, and D are incorrect. The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants.



QUESTION 18

You are the HR Professional for your organization and you're working with the management to define the role of contractors versus employees in your organization. According to the Internal Revenue Service, there are three categories of control that help determine whether a person is a contractor or an employee. Which one of the following is not one of the three levels of control as defined by the IRS for employee versus contractor?

- A. Financial control
- B. Locale of work performed
- C. Behavioral control
- D. Type of relationship

Correct Answer: B

Section:

Explanation:

The locale of the work performed is not one of the three levels of control as defined by the IRS. The three levels are: Behavioral control, financial control, and the type of relationship.

Answer option C is incorrect. Behavioral control defines who does the work, who controls the work, who directs the work, and how each action is done. Organizations train employees to perform services in a particular manner, while independent contractors determine their own methods.

Answer option A is incorrect. Financial control defines whether the business has a right to control the financial business aspects of the worker's job. The business aspects are as follows:

The extent to which the worker makes services available to the relevant market versus a single business

How the worker is paid

The extent to which the business expenses are not reimbursed

The extent of investment made by the worker in the business

Answer option D is incorrect. The type of relationship should be defined in the written contract, assuming one exists, between the person and the organization.

QUESTION 19

As an HR Professional you should be familiar with OSHA forms for maintaining employee records. OSHA form 301 is used to document the incident that caused the work-related injury or illness. How long is an organization required to keep the form on record?

- A. One year from the date of the incident
- B. Five years following the year of the incident
- C. Three years following the year of the incident
- D. 90 days following the year of the incident

Correct Answer: B

Section:

Explanation:

OSHA Form 301 is an injury and illness incident report that employers are required to keep on file for five years following the year of the injury.

Answer option A is incorrect. Employers are obligated to keep the form on file for five years following the year of the injury.

Answer option D is incorrect. Employers are obligated to keep the form on file for five years following the year of the injury.

Answer option C is incorrect. Employers are obligated to keep the form on file for five years following the year of the injury.

QUESTION 20

Herb is the HR Professional for his organization. He is preparing to hire a new employee, Hans, to the firm. Herb has asked Hans to agree, in writing, to mandatory arbitration as part of the employment offer. What does this agreement mean?

- A. It means that Hans and the organization must settle all disputes, if any arise, through a neutral third party rather than through a lawsuit.
- B. It means that Hans must file all legal complaints with the organization's attorney, before filing a lawsuit against the organization.
- C. It means that Herb's firm can research Hans to determine if he's had any lawsuits.
- D. It means that Hans cannot work for competitors without the written permission of the employer.

Correct Answer: A

Section:

Explanation:

Mandatory arbitration helps the organization avoid lawsuits, should any arise, between the employee and the employer, by agreeing up-front to settle potential disagreements through an arbitrator versus a lawsuit.

Answer option D is incorrect. This answer describes a non-compete agreement.

Answer option C is incorrect. This isn't a valid answer for the mandatory arbitration agreement.

Answer option B is incorrect. Hans doesn't need to file legal complaints with his employer under this agreement. The agreement means that Hans and the employer will settle the problem without a lawsuit.

QUESTION 21

As an HR Professional, you should be familiar with OSHA rules, standards, and regulations. Should an organization violate an OSHA standard, there are often penalties that the employer must pay. What is the maximum fine an employer may face for a deliberate and intentional violation of an OSHA standard?

- A. \$100,000
- B. \$10,000
- C. \$50,000
- D. \$70,000

Correct Answer: D

Section:

Explanation:

OSHA can fine an employer up to \$70,000 for a willful violation. In addition, incarceration is possible for the violation. Answer options B, C, and A are incorrect. These are not the maximum amount for the violation.

QUESTION 22

An organization would like to bid on a project, but they don't have enough employees available to complete the work. The organization approaches a competitor with the opportunity to partner on the project to win the work. What type of risk response is used in this instance?

- A. Sharing
- B. Mitigation
- C. Enhancing
- D. Transference

Correct Answer: A

Section:

Explanation:

This is an example of sharing as the organization is sharing the opportunity with another firm. Without the other firm's cooperation the company wouldn't be able to win the contract. Both parties share the risk and the reward for the work.

Answer option C is incorrect. Enhancing is a positive risk event that aims to enhance the conditions that would make a positive risk event likely to occur. For example, a company could add more workers to a project to beat a deadline and win a bonus from the customer. Answer option D is incorrect. Transference is a negative risk response that transfers the risk to a third party, usually for a fee. Answer option B is incorrect. Mitigation is a risk response to reduce the probability and/or impact of a negative risk event.

QUESTION 23

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is a group of national unions.
- B. A federation is the same as a union.
- C. A federation is a union that has international members.
- D. A federation is the governing body of a union.

Correct Answer: A

Section:

Explanation:

A federation is a collection of national unions. Federations usually lobby on behalf of its union members to speak collectively for the labor which the federation represents. The AFL-CIO is one of the largest federations.

Answer option B is incorrect. A federation is not the same as a union. Federations are made up of unions.

Answer option is incorrect. A federation represents national unions, not international unions.

Answer option D is incorrect. A federation is not the governing body of unions. Federations do not get involved with bargaining or contract administration.

QUESTION 24

As an HR Professional you should be familiar with the terminology, practices, and rules governing unions and management in the bargaining process. There are three primary types of bargaining that management and unions participate in. Which one of the following bargaining types aims to generate a variety of options before settling on one?

- A. Distributive bargaining
- B. Good faith bargaining
- C. Integrative bargaining
- D. Interest-based bargaining

Correct Answer: D

Section:

Explanation:

Interest-based bargaining focuses on interests rather than positions, and it separates people from the problem. This type of bargaining is done in co-operation between the two parties. Interest-based bargaining aims to create many possible solutions before settling on just one. Answer option A is incorrect. Distributive bargaining happens when each side sets their case and then does their best to stick to their objectives. Distributive bargaining is combative, adversarial, and can corrode management-labor relationships. Answer option C is incorrect. Integrative bargaining describes the process of examining issues as a whole, rather than one at a time. Integrative bargaining looks for a win-win for both sides of the disagreement. Answer option B is incorrect. Good faith bargaining is not a bargaining type, but a description of the process both sides should go into the bargaining process with.

QUESTION 25

As an HR Professional you must recognize and be aware of several pieces of legislation that affect your performance as an HR Professional. What term describes the illegal agreement of the management to give an individual a job, as long as the person does not join or be involved with a labor union?

- A. Yellow dog contract
- B. Scab
- C. Shill contract
- D. Non-union agreement

Correct Answer: A

Section:

Explanation:

A yellow dog contract is an agreement between management and an individual that gives a person a job as long as the person does not join a union. The Norris-LaGuardia Act prohibited federal courts from enforcing yellow dog contracts. Answer option B is incorrect. A scab is a derogatory term assigned to a person who will cross a picket line to work for an organization experiencing a strike by workers. Answer option C is incorrect. A shill contract is not a valid term. Answer option D is incorrect. A non-union agreement is not a valid term for this scenario.

QUESTION 26

Which one of the following presents the seven stages of internal consulting in the correct order?

- A. Exploring the situation, Gathering data, analyzing, and identifying findings, Gathering agreement to the project plan, Developing recommendations, Implementing, Presenting the findings and recommendations, Reviewing, transitioning, and evaluating the project.
- B. Exploring the situation, Gathering agreement to the project plan, Gathering data, analyzing, and identifying findings, Presenting the findings and recommendations, Developing recommendations, Implementing,

Reviewing, transitioning, and evaluating the project.

- C. Gathering agreement to the project plan, Exploring the situation, Gathering data, analyzing, and identifying findings, Developing recommendations, Presenting the findings and recommendations, Implementing, Reviewing, transitioning, and evaluating the project.
- D. Exploring the situation, Gathering agreement to the project plan, Gathering data, analyzing, and identifying findings, Developing recommendations, Presenting the findings and recommendations, Implementing, Reviewing, transitioning, and evaluating the project.

Correct Answer: D

Section:

Explanation:

The seven stages of internal consulting are as follows:

- 1.Exploring the situation
- 2.Gathering agreement to the project plan
- 3.Gathering data, analyzing, and identifying findings
- 4.Developing recommendations
- 5.Presenting the findings and recommendations
- 6.Implementing
- 7.Reviewing, transitioning, and evaluating the project

Answer option B is incorrect. This is not the correct order of the seven stages of internal consulting.

Answer option A is incorrect. This is not the correct order of the seven stages of internal consulting.

Answer option C is incorrect. This is not the correct order of the seven stages of internal consulting.

QUESTION 27

The Equal Pay Act of 1963 prohibits discrimination on the basis of sex in the payment of wages or benefits, to men and women who perform substantially equal work for the same employer, in the same establishment, and under similar working conditions. The law defined substantial equality of job content on four factors. Which one of the following is not one of the four factors this law defines?

- A. Effort
- B. Working conditions
- C. Skill
- D. Education

Correct Answer: D

Section:

Explanation:

The Equal Pay Act of 1963 defines the substantial equality of job contents based on skills, effort, responsibility, and working conditions. Answer options C, A, and B are incorrect. Skill, effort, and working conditions are defined as part of the Equal Pay Act of 1963.

QUESTION 28

Which of the following is the process of constantly working with employees to enhance their ability to perform their jobs productively?

- A. Performance appraisal
- B. Employee self-assessment
- C. Performance management
- D. Supervisory training

Correct Answer: C

Section:

Explanation:

Performance management is the process of constantly working with employees to enhance their ability to perform their jobs productively. Performance management includes activities to ensure that goals are consistently

being met in an effective and efficient manner. Performance management can focus on the performance of an organization, a department, employee, or even the processes to build a product or service, as well as many other areas.

Answer option D is incorrect. Supervisory training generally involves topics related to interactions with employees, such as performance management, progressive discipline, performance appraisals, workplace safety, and training.

Answer option A is incorrect. Performance appraisal is a structure for documenting individual performance. Performance appraisal can contribute to productive relationships between employees and their supervisors.

Answer option B is incorrect. Employee self-assessment process is meant to be a two-way conversation. In this process, employees are asked to assess their own performance as part of the appraisal.

QUESTION 29

You are the HR Professional for your organization and you're completing a turnover analysis. You're considering that over the past year your organization has employed 1,238 employees and during that same period your organization has terminated 56 employees. Based on this information what is your organization's turnover for the past year?

- A. 56
- B. Significantly lower than average
- C. 22
- D. Moderately low

Correct Answer: C

Section:

Explanation:

The turnover analysis uses the simple formula of number of terminations/the number of employees during the same time period. In this example, it's 56/1238 for roughly 22.

Answer option A is incorrect. 56 is the total number of people that have been terminated.

Answer option D is incorrect. Turnover isn't described in ordinal terms.

Answer option B is incorrect. Turnover isn't described in ordinal terms.

QUESTION 30

You are a HR Professional for your organization and your supervisor is asking you about the details of the Civil Rights Act of 1991, and what it means to your company. He wants to know what the total damages could be if an organization is found liable by a jury trial. What is the maximum amount that could be awarded to a victim of discrimination if the organization is found liable?

- A. There is no limited amount as the jury can determine damages
- B. \$50,000
- C. \$300,000
- D. \$500,000

Correct Answer: C

Section:

Explanation:

The maximum amount that can be awarded is \$300,000. This amount, however, can be lowered based on the number of people involved in the discrimination lawsuit.

Answer options B, D, and A are incorrect. The maximum amount allowed by the Civil Rights Act of 1991, is \$300,000.

QUESTION 31

On November 13, 2000 CFR Part 60-2 was revised to address affirmative action to make the rules more accessible and easier to implement. Which of the following statements is not part of this significant update to the Affirmative Action program in CFR Part 60-2?

- A. Reduced the number of additional required elements of the written Affirmative Action Plan from 10 to 4
- B. Reaffirmed that affirmative action isn't to establish quotas, but to create goals
- C. Granted employers with fewer than 100 employees, permission to prepare a job group analysis that uses EEO-1 categories as job groups
- D. Workforce analysis was replaced with a one-page organizational profile

Correct Answer: C

Section:

Explanation:

The update to CFR Part 60-2 was revised and allowed employers with fewer than 150 employees, not 100, permission to prepare a job group analysis that uses EEO-1 categories as job groups. Answer options D, B, and A are incorrect. These statements are part of the CFR Part 60-2 revision.

