

## Managing Human Resources 17th Edition Snell Test Bank

Full Download: <https://testbanklive.com/download/managing-human-resources-17th-edition-snell-test-bank/>

1. Equal employment opportunity refers to actions required of employers to correct past discrimination against minorities.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

2. The Equal Pay Act makes it illegal to discriminate against people in terms of the pay, employee benefits, and pension they earn based on their gender when they do equal work.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

3. Employment discrimination began in the nineteenth century with the Civil Rights Act of 1866.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

4. Early nondiscrimination laws failed to give enforcement power to the agencies charged with upholding them.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

5. Training in and knowledge of equal employment opportunity (EEO) laws are essential for managers and supervisors

because organizations can be held accountable and legally responsible for their managers' decisions.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-3

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

6. Managers cannot be sued for discrimination because they merely act as agents of their employer.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

7. Women and minority groups are referred to as protected classes.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

8. Seniority systems can be used by companies to legally justify paying men more than women.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

9. Title VII of the Civil Rights Act prohibits discrimination on the basis of race, color, religion, sex, or age.

- a. True

b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

10. Title VII of the Civil Rights Act led to the institution of the Equal Pay Act.

a. True

b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

11. State and local governments are exempted from the provisions of the Civil Rights Act and Equal Employment law.

a. True

b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

12. The Civil Rights Act of 1964 established the Equal Employment Opportunity Commission.

a. True

b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

13. A religious organization is excluded from the coverage of the Civil Rights Act.

a. True

b. False

*ANSWER:* True

*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

14. Courts have defined business necessity as a practice that is necessary to the safe and efficient operation of an organization.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

15. An apparel store may not discriminate against a male applying for a job as a fitting room attendant.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

16. If a pay disparity between the sexes exists, employers cannot legally lower the wages of one gender to comply with the law.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

17. The Equal Employment Opportunity Act of 1972 strengthened the enforcement power of the Equal Employment Opportunity Commission (EEOC).

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

18. The Pregnancy Discrimination Act requires pregnancy leave dates to be based on the individual employee's ability to work.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

19. Employers are legally required to treat pregnancy the same way they treat any other medical disability.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

20. If people are regarded as having a disability, then they are protected under the Americans with Disabilities Act.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

21. A disabled person must have an obvious physical impairment or deformity to be considered disabled under the Americans with Disabilities Act.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

22. U.S. government-owned corporations are exempted from the Civil Rights Act of 1964.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

23. Reasonable accommodation for a disability may include reassignment to a vacant position.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

24. The Civil Rights Act of 1964 allows employers to set different cut-off test scores on the basis of race and sex during the hiring process.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

25. Executive Order 11246 requires all federal agencies and government contractors to develop affirmative action plans.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

26. HR managers need not be concerned about state fair employment practice laws since they are usually less stringent and less comprehensive than federal laws prohibiting discrimination.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

27. An employer may be guilty of sexual harassment when an employee finds jokes, pictures, or language used by others offensive.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

28. Dirty jokes, vulgar slang, nude pictures, swearing, and personal ridicule and insult constitute *quid pro quo* sexual harassment.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

29. Quid pro quo sexual harassment occurs when unwelcome sexual conduct has the purpose or effect of unreasonably interfering with job performance or creating an intimidating, hostile, or offensive working environment.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

30. The Equal Employment Opportunity Commission (EEOC) considers an employer guilty of sexual harassment if the employer knew about harassment activity but failed to take any corrective action.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

31. Employers are guilty of sexual harassment if they permit their customers to sexually harass their employees.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

32. The bona fide occupational qualification (BFOQ) exception does not apply to discrimination based on national origin.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

33. Title VII of the Civil Rights Act provides employees with a statutory right to complete religious freedom in the workplace.

- a. True
- b. False



*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

34. The Immigration Reform and Control Act requires employers to verify the legal rights of applicants to work in the U.S.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

35. To comply with the Immigration Reform and Control Act, employers must submit all completed Form I-9s to Immigration and Naturalization Service officers for approval.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

36. The Uniform Guidelines on Employee Selection Procedures were designed to help employers, labor organizations, employment agencies, and licensing boards comply with the requirements of federal laws prohibiting employment discrimination.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

37. When using a selection test, employers must be able to prove that the test bears a direct relationship to success on the job.

a. True

b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

38. The Uniform Guidelines on Employee Selection Procedures require validated procedures for selecting and promoting employees but do not apply to dismissal, transfer, or demotion.

a. True

b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

39. Proof of a direct relationship between selection instruments and performance must be established through validation studies by an independent firm.

a. True

b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

40. Adverse impact refers to the unintentional rejection for employment, placement, or promotion of a significantly higher percentage of members of a protected class when compared with members of nonprotected classes.

a. True

b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

41. No adverse impact exists if members of a protected class represent a significantly smaller percentage of the organization's workforce than the percentage found in the population of the surrounding community.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

42. The Civil Rights Act of 1991 states that employees who are sent abroad to work for U.S.-based companies are protected by U.S. antidiscrimination legislation governing age and disability and Title VII of the Civil Rights Act of 1964.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

43. When pursuing an adverse impact claim, an individual is alleging that the employer's selection practices have unintentionally discriminated against a protected group.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

44. The Four-Fifths Rule applies when the number of employees from a protected class is less than four-fifths of the number of employees hired from the class with the highest selection rate.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

45. The Lilly Ledbetter Fair Pay Act states that the 180-day statute of limitations for filing an equal-pay lawsuit with the Equal Employment Opportunity Commission (EEOC) resets with each new discriminatory paycheck an employee receives.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

46. A 35-year-old applicant who is denied employment based upon age may file a claim under the Age Discrimination in Employment Act if the organization hired a 21-year-old.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG: Reflective Thinking

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

47. Disparate treatment would arise when an employer hires men but not women with school-going children.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

48. It is illegal for employers to deny sick leave for morning sickness or other pregnancy-related illnesses if sick leave is permitted for other medical conditions such as flu or surgical operations.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

**KEYWORDS:** Bloom's: Comprehension

49. The *Griggs* case established the principle that employment practices must be related to the job.

- a. True
- b. False

**ANSWER:** True

**POINTS:** 1

**DIFFICULTY:** Easy

**LEARNING OBJECTIVES:** MGHR.SNEL.17.3-2

**NATIONAL STANDARDS:** United States - BUSPROG - Analytic - Business knowledge and analytic skills

**STATE STANDARDS:** United States - OH - DISC: HRM

**KEYWORDS:** Bloom's: Knowledge

50. The *Griggs* case established the principle that statistical disparity among protected class members must be made in comparison to the relevant labor market.

- a. True
- b. False

**ANSWER:** False

**POINTS:** 1

**DIFFICULTY:** Easy

**LEARNING OBJECTIVES:** MGHR.SNEL.17.3-2

**NATIONAL STANDARDS:** United States - BUSPROG - Analytic - Business knowledge and analytic skills

**STATE STANDARDS:** United States - OH - DISC: HRM

**KEYWORDS:** Bloom's: Knowledge

51. Based on the *Griggs* case, requiring all salespersons to be six feet tall would have an adverse impact on Asians and women, limiting their employment opportunities.

- a. True
- b. False

**ANSWER:** True

**POINTS:** 1

**DIFFICULTY:** Challenging

**LEARNING OBJECTIVES:** MGHR.SNEL.17.3-2

**NATIONAL STANDARDS:** United States - BUSPROG: Reflective Thinking

**STATE STANDARDS:** United States - OH - DISC: HRM

**KEYWORDS:** Bloom's: Application

52. The Equal Employment Opportunity Commission (EEOC) is responsible for ensuring that covered employers comply with the intent of Title VII of the Civil Rights Act.

- a. True
- b. False

**ANSWER:** True

**POINTS:** 1

**DIFFICULTY:** Easy

**LEARNING OBJECTIVES:** MGHR.SNEL.17.3-3

**NATIONAL STANDARDS:** United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

53. The Equal Employment Opportunity Commission consists of one commissioner from each state and a general counsel.

a. True

b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-3

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

54. The work of the Equal Employment Opportunity Commission consists of formulating equal employment opportunity (EEO) policy and approving litigation involved in maintaining equal employment opportunity.

a. True

b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-3

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

55. Title VII of the Civil Rights Act protects those who file charges against an employer with the Equal Employment Opportunity Commission (EEOC) from retaliation by the employer.

a. True

b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-3

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

56. Affirmative action programs are required by all employers.

a. True

b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-4

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

57. Employers may be accused of reverse discrimination, or giving preference to members of protected classes, to the extent that unprotected individuals believe they are suffering discrimination.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-4

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

58. The employment of individuals in a fair and nonbiased manner is called:

- a. reasonable accomodation.
- b. equal employment opportunity.
- c. civil rights policy.
- d. diversity management.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

59. A factor that appears to have influenced the growth of Equal Employment Opportunity (EEO) legislation is:

- a. the changing attitudes of society at large.
- b. the post-war baby boom.
- c. a shortage of qualified labor.
- d. an influx of illegal immigrants.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

60. An employee alleging discrimination can sue both the manager (or supervisor) of a company and the company itself because:

- a. the company provided EEO training to the manager.
- b. the manager or supervisor functions as an agent of the company.
- c. the protected classes are adequately represented in the company.

d. the Uniform Guidelines require an employer to conduct validity studies of its selection procedures.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

61. Which of the following groups would not fall under the broad definition of protected classes?

- a. African Americans
- b. Women
- c. People above 55 years of age
- d. White men

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

62. Major federal EEO laws have been enacted to prevent discrimination against groups of workers most often affected by unfair employment practices. These groups are referred to as:

- a. significant worker classes.
- b. privileged classes.
- c. protected classes.
- d. equal employment classes.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

63. The Equal Pay Act prohibits employers from discrimination in pay based on:

- a. race.
- b. gender.
- c. religion.
- d. age.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills



*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

64. Employers that pay men and women a different salary are violating the Equal Pay Act only if the pay difference is a result of:

- a. seniority and expertise.
- b. merit and experience.
- c. performing tasks requiring same skills.
- d. the quantity or quality of production.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

65. The Equal Pay Act was passed as an amendment to the:

- a. Civil Rights Act.
- b. Fair Labor Standards Act.
- c. Equal Employment Opportunity Act.
- d. Age Discrimination in Employment Act.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

66. The legislative act that bars discrimination in all HR activities, including hiring, training, promotion, pay, employee benefits, and other conditions of employment is known as the:

- a. Equal Pay Act of 1963.
- b. Civil Rights Act of 1964.
- c. Equal Employment Act of 1972.
- d. Civil Rights Act of 1991.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

67. Which of the following employers are covered under the Civil Rights Act of 1964?

- a. Organizations hiring Native Americans on or near a reservation

- b. Bona fide, tax-exempt private clubs
- c. Religious organizations employing persons of a specific religion
- d. Labor unions having 15 or more members or employees

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

68. Which of the following is not prohibited by Title VII of the Civil Rights Act of 1964?

- a. Paying a woman less than a man for doing the same job
- b. Promoting a white male over a black male on the basis of seniority
- c. Refusing to hire Hispanics
- d. Limiting training opportunities for men

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

69. Title VII of the Civil Rights Act created the:

- a. Occupational Safety and Health Administration (OSHA).
- b. Equal Employment Opportunity Commission (EEOC).
- c. Equal Rights Compliance Agency (ERCA).
- d. Justice Department (JD).

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

70. Bona fide occupational qualifications can:

- a. be used to identify adverse impact.
- b. be based on employer preference.
- c. permit discrimination by an employer.
- d. require reasonable accommodation on the part of the employer.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

71. Title VII provisions for religion:

- a. require employers to make reasonable accommodations for religious observance or practice.
- b. consider religion to be a bona fide occupational qualification.
- c. require employers to grant complete religious freedom in employment situations in accordance with the First Amendment.
- d. permit discrimination if religious preference is a bona fide occupational qualification.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

72. The Age Discrimination in Employment Act prohibits specific employers from discriminating against persons who are:

- a. 40 years of age or older.
- b. below 35 years of age.
- c. below 28 years of age.
- d. between 25 to 30 years.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

73. Age discrimination does NOT exist when:

- a. employers make off-hand remarks about older individuals.
- b. advanced age affects organizational efficiency.
- c. older workers are pressured to take early retirement.
- d. older workers are terminated during downsizing.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

74. Which of the following is NOT used to determine whether an accommodation is reasonable?

- a. The size of the organization
- b. The nature of the accommodation
- c. The profitability of the organization
- d. The financial resources of the applicant

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

75. The Pregnancy Discrimination Act states that:

- a. an employer can deny sick leave for morning sickness.
- b. an employer may set mandatory lengths for pregnancy leave.
- c. an employer must set pregnancy leave dates based on the individual employee's ability to work.
- d. pregnancy is a temporary medical condition and not a disability.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

76. A disability under the Americans with Disabilities Act of 1990 can be defined by all of the following EXCEPT:

- a. a physical or mental impairment that substantially limits one or more major activities.
- b. conditions caused due to the demands of the work environment.
- c. having a record of physical or mental impairment.
- d. being regarded as having a physical or mental impairment.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

77. Which of the following is NOT a basis for age discrimination?

- a. Excluding older workers from important work activities
- b. Making positive changes in the performance evaluations of older employees
- c. Selecting younger applicants over better-qualified older applicants
- d. Reducing job duties and responsibilities of older employees

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

78. The American with Disabilities Act does NOT:

- a. require employers to make reasonable accommodation to disabled persons.
- b. define disability as a physical or mental impairment that substantially limits one or more major activities.
- c. provide protection for adjustment disorders.
- d. protect people regarded as having disabilities.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

79. The law that enables people who enter the military for a total of five years to return to their private-sector jobs without risk of loss of seniority or benefits is:

- a. the Uniformed Services Employment and Reemployment Rights Act.
- b. the Vocational Rehabilitation Act of 1973.
- c. the Equal Employment Opportunity Act of 1972.
- d. the Veterans' Readjustment Act.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

80. The law that requires federal contractors to take affirmative action in hiring disabled individuals is:

- a. the Uniformed Services Employment and Reemployment Rights Act.
- b. the Vietnam Era Veterans' Readjustment Assistance Act.
- c. the Americans with Disabilities Act.
- d. the Vocational Rehabilitation Act.

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

81. Executive Order 11246 provides equal employment opportunities to:

- a. federal employees and individuals employed by government contractors.
- b. state and local government employees.
- c. all employees of public and private employers.
- d. union members.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

82. Fair employment practice laws:

- a. are often more comprehensive than federal laws.
- b. are established by the Equal Employment Opportunity Commission.
- c. cannot bar discrimination based on marital status or political affiliation.
- d. are provisions under the Veterans' Readjustment Act.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

83. Homosexuals are protected from discrimination mainly through:

- a. Fair Employment Practice laws at the state or local level.
- b. the Federal Executive Order 11246.
- c. the Americans with Disabilities Act.
- d. the Vocational Rehabilitation Act.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

84. Which of the following is NOT an example of sexual harassment?

- a. Paying a man more than a woman for doing the same job
- b. Promoting a female employee after she agrees to an after-work date
- c. Permitting the work environment to be hostile, intimidating, or offensive
- d. Allowing a customer to demand sexual favors from an employee

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

85. Which of the following is NOT a defense to an alleged Equal Pay Act violation?

- a. Paying a male worker more because he has greater seniority
- b. Paying a male worker more because he is more productive
- c. Paying a male worker more because he has dependents
- d. Paying a male worker more because he produces higher quality

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

86. Which of the following are the two forms of sexual harassment recognized by the EEOC?

- a. Traditional and work environment
- b. *Quid pro quo* and hostile environment
- c. On the job and off the job
- d. Good intentions and discriminatory

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-3

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

87. Which of the following is NOT under the jurisdiction of the Civil Rights Act of 1964?

- a. State and local governments
- b. Private and public employment agencies
- c. Private educational institutions
- d. Private employers in interstate commerce with less than ten employees

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

88. Giving preference to members of protected classes to the extent that unprotected individuals believe they are suffering is known as:

- a. sexual harassment.
- b. retaliation.
- c. affirmative action.
- d. reverse discrimination.

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-4

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

89. To comply with the Immigration Reform and Control Act, employers should do all of the following EXCEPT:
- a. completing and retaining form I-9.
  - b. presenting form I-9 for inspection upon request.
  - c. verifying the citizenship or immigration status of their employees.
  - d. refusing to hire immigrants.

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

90. The procedural document developed by the Equal Employment Opportunity Commission is the:
- a. Uniform Commercial Code.
  - b. Uniform Guidelines on Employee Selection Procedures.
  - c. Affirmative Action Guide.
  - d. Business Code of Ethics.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

91. An important step in avoiding discriminatory practices during selection is to:
- a. base selection decisions solely on interviews.
  - b. use multiple interviewers for each applicant.
  - c. use validation studies to demonstrate the job-relatedness of a selection instrument.
  - d. require all applicants to complete an application form.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Moderate



*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

92. When an employment selection instrument is related to job success, the instrument is said to have:

- a. validity.
- b. correctness.
- c. discrimination.
- d. exclusiveness.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

93. Adverse impact means that:

- a. men are paid less than women.
- b. employment decisions reject a higher percentage of a protected class than a nonprotected class.
- c. efforts are made to recruit a larger percentage of minorities.
- d. religion as a bona fide occupational qualification is permitted at the workplace.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

94. When pursuing an adverse impact claim, an individual is alleging:

- a. unintentional discrimination against an individual belonging to the nonprotected class.
- b. intentional discrimination against an individual belonging to the nonprotected class.
- c. unintentional discrimination against a protected class.
- d. intentional discrimination against a protected class.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

95. According to the Uniform Guidelines, a rule of thumb that identifies selection practices that favor a disproportionate number of nonprotected class members is the:

- a. two-thirds rule.
- b. acid-test rule.
- c. ratio rule.
- d. four-fifths rule.

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

96. Employers can determine adverse impact by using:

- a. the four-fifths rule.
- b. the McDonnell-Douglas test.
- c. the ratio rule.
- d. the two-thirds rule.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

97. An employer interviews 100 qualified applicants, 60 whites and 40 blacks. If 30 whites are hired, a minimum of how many blacks should be hired to avoid charges of adverse impact?

- a. 24
- b. 20
- c. 16
- d. 12

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* Challenging

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG: Reflective Thinking

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Application

98. An employer interviews 150 qualified applicants, 100 whites and 50 Hispanics. If 25 whites are hired, a minimum of how many Hispanics would have to be hired to avoid charges of adverse impact?

- a. 20
- b. 13
- c. 10
- d. 8

*ANSWER:* a

*POINTS:* 1  
*DIFFICULTY:* Challenging  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2  
*NATIONAL STANDARDS:* United States - BUSPROG: Reflective Thinking  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Application

99. Disparate treatment cases involve:

- a. discharge complaints.
- b. purposeful discrimination.
- c. affirmative action goals.
- d. immigration cases.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

100. During the 1970s, in which case did the Supreme Court rule that applicants must be evaluated on an individual basis, and race can be one factor used in the evaluation process as long as other competitive factors are considered?

- a. *Ricci v. DeStefano*
- b. *Griggs v. Duke Power*
- c. *University of California Regents v. Bakke*
- d. *Hazelwood School District v. United States*

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-4

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

101. An employer's workforce is said to be at par with the relevant labor market when:

- a. women are hired at the same rate as men.
- b. affirmative action goals are achieved.
- c. the employer's workforce by race and sex compares favorably with the surrounding labor market.
- d. adverse impact is eliminated in the selection procedures of employees.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-2

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

102. In *Griggs v. Duke Power*, the Supreme Court established the principle that:

- a. educational selection requirements are illegal.
- b. discrimination occurs only if the employer intends to discriminate.
- c. discrimination can occur even if it is overt or unintentional.
- d. employment tests are illegal.

ANSWER: c

POINTS: 1

DIFFICULTY: Moderate

LEARNING OBJECTIVES: MGHR.SNEL.17.3-2

NATIONAL STANDARDS: United States - BUSPROG - Analytic - Business knowledge and analytic skills

STATE STANDARDS: United States - OH - DISC: HRM

KEYWORDS: Bloom's: Comprehension

103. EEOC guidelines are:

- a. part of the federal law framework.
- b. part of the state laws.
- c. administrative rules published in the Federal Register.
- d. only applicable to organizations that employ over 1000 people.

ANSWER: c

POINTS: 1

DIFFICULTY: Easy

LEARNING OBJECTIVES: MGHR.SNEL.17.3-3

NATIONAL STANDARDS: United States - BUSPROG - Analytic - Business knowledge and analytic skills

STATE STANDARDS: United States - OH - DISC: HRM

KEYWORDS: Bloom's: Knowledge

104. In 2011, the EEOC and state fair employment practice agencies processed \_\_\_\_\_ sexual harassment complaints nationwide.

- a. 85,572
- b. 38,936
- c. 11,364
- d. 3,420

ANSWER: c

POINTS: 1

DIFFICULTY: Easy

LEARNING OBJECTIVES: MGHR.SNEL.17.3-1

NATIONAL STANDARDS: United States - BUSPROG - Analytic - Business knowledge and analytic skills

STATE STANDARDS: United States - OH - DISC: HRM

KEYWORDS: Bloom's: Knowledge

105. In 2011, about \_\_\_\_\_ of sexual harassment complaints filed with the EEOC were filed by men.

- a. 2 percent
- b. 16 percent
- c. 30 percent
- d. 50 percent

*ANSWER:* b  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

106. The Equal Employment Opportunity Commission (EEOC) conducts its operations through:

- a. state and local government offices.
- b. its administrative headquarters, district offices, and area offices.
- c. the Department of Justice.
- d. the Department of Labor.

*ANSWER:* b  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-3  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

107. Organizations subject to Title VII are required to post:

- a. all job openings.
- b. their blank applications.
- c. specific employment records and reports.
- d. affirmative action goals.

*ANSWER:* c  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-3  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

108. Under the law, discrimination charges must be filed within \_\_\_\_\_ days of the alleged unlawful practice.

- a. 60
- b. 90
- c. 120
- d. 180

*ANSWER:* d  
*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-3  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

109. A comprehensive training program to prevent discrimination would include all of the following EXCEPT:
- a. understanding the prohibitions of EEO laws.
  - b. how to respond to complaints of discrimination.
  - c. procedures for investigating complaints.
  - d. standards for employee conduct.

ANSWER: d

POINTS: 1

DIFFICULTY: Easy

LEARNING OBJECTIVES: MGHR.SNEL.17.3-3

NATIONAL STANDARDS: United States - BUSPROG - Analytic - Business knowledge and analytic skills

STATE STANDARDS: United States - OH - DISC: HRM

KEYWORDS: Bloom's: Knowledge

110. Affirmative action compliance is reviewed by the:
- a. Office of Federal Contract Compliance Programs.
  - b. Equal Employment Opportunity Commission.
  - c. Supreme Court.
  - d. Justice Department.

ANSWER: a

POINTS: 1

DIFFICULTY: Easy

LEARNING OBJECTIVES: MGHR.SNEL.17.3-4

NATIONAL STANDARDS: United States - BUSPROG - Analytic - Business knowledge and analytic skills

STATE STANDARDS: United States - OH - DISC: HRM

KEYWORDS: Bloom's: Knowledge

111. Legally, an affirmative action program is required when:
- a. a firm has 25 or more employees.
  - b. a firm wants to expand its workforce.
  - c. a firm's union-management contract is being negotiated.
  - d. a firm has a federal contract exceeding \$50,000.

ANSWER: d

POINTS: 1

DIFFICULTY: Easy

LEARNING OBJECTIVES: MGHR.SNEL.17.3-4

NATIONAL STANDARDS: United States - BUSPROG - Analytic - Business knowledge and analytic skills

STATE STANDARDS: United States - OH - DISC: HRM

KEYWORDS: Bloom's: Knowledge

112. Affirmative action requires employers to:
- a. fill minority quotas.
  - b. establish the validity of hiring procedures.
  - c. provide additional facilities to employees with disabilities.
  - d. develop a plan of action to correct areas of past discrimination.

ANSWER: d

*POINTS:* 1  
*DIFFICULTY:* Easy  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-4  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Knowledge

113. The basic steps in developing an effective affirmative action plan include all of the following EXCEPT:

- a. issuing a written EEO policy and affirmative action statement.
- b. surveying present minority and female employment by department and job classification.
- c. establishing an internal audit and reporting program to evaluate progress.
- d. establishing a quota system and timetable for hiring.

*ANSWER:* d  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-4  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

114. In which of the following decisions did the Supreme Court state that affirmative action programs are not illegal per se as long as rigid quota systems were not specified for different protected classes?

- a. *Griggs v. Duke Power*
- b. *Albemarle Paper Co. v. Moody*
- c. *University of California Regents v. Bakke*
- d. *United Steelworkers of America v. Weber*

*ANSWER:* c  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-4  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM  
*KEYWORDS:* Bloom's: Comprehension

115. In which of the following decisions did the Supreme Court not endorse all voluntary affirmative action programs, but it gave an important push to programs voluntarily implemented and designed to correct past racial imbalances?

- a. *Griggs v. Duke Power*
- b. *Albemarle Paper Co. v. Moody*
- c. *University of California Regents v. Bakke*
- d. *United Steelworkers of America v. Weber*

*ANSWER:* d  
*POINTS:* 1  
*DIFFICULTY:* Moderate  
*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-4  
*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills  
*STATE STANDARDS:* United States - OH - DISC: HRM

KEYWORDS: Bloom's: Comprehension

116. In which Supreme Court decision involving an invalidated employment test for firemen did the Court state: “once the process has been established and employers have made clear their selection criteria, they may not then invalidate the test results, thus upsetting an employee’s legitimate expectation not to be judged on the basis of race.”?

- a. *Ricci v. DeStefano*
- b. *Albemarle Paper Co. v. Moody*
- c. *University of California Regents v. Bakke*
- d. *United Steelworkers of America v. Weber*

ANSWER: a

POINTS: 1

DIFFICULTY: Moderate

LEARNING OBJECTIVES: MGHR.SNEL.17.3-4

NATIONAL STANDARDS: United States - BUSPROG - Analytic - Business knowledge and analytic skills

STATE STANDARDS: United States - OH - DISC: HRM

KEYWORDS: Bloom's: Comprehension

117. A “national origin group” is defined as a group of people sharing a common:

- a. language, culture, ancestry, and/or similar social characteristics.
- b. birthplace other than the U.S.
- c. occupation.
- d. education.

ANSWER: a

POINTS: 1

DIFFICULTY: Easy

LEARNING OBJECTIVES: MGHR.SNEL.17.3-1

NATIONAL STANDARDS: United States - BUSPROG - Analytic - Business knowledge and analytic skills

STATE STANDARDS: United States - OH - DISC: HRM

KEYWORDS: Bloom's: Knowledge

118. In recent years, the number of age discrimination complaints filed with the Equal Employment Opportunity Commission (EEOC) has shown:

- a. a slow decline.
- b. a dramatic increase.
- c. a steady increase.
- d. a rapid decline.

ANSWER: c

POINTS: 1

DIFFICULTY: Easy

LEARNING OBJECTIVES: MGHR.SNEL.17.3-1

NATIONAL STANDARDS: United States - BUSPROG - Analytic - Business knowledge and analytic skills

STATE STANDARDS: United States - OH - DISC: HRM

KEYWORDS: Bloom's: Knowledge

119. Which law prohibits federal contractors from discriminating against disabled individuals in any program or activity receiving federal financial assistance and requires federal contractors to develop affirmative action plans to hire and promote disabled people?



- a. The Americans with Disabilities Act
- b. The Vocational Rehabilitation Act of 1973
- c. Executive Order 11246
- d. Executive Order 11478

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

120. The Glass Ceiling Act:

- a. never made it out of congressional committee.
- b. was declared unconstitutional by the U.S. Supreme Court.
- c. protects only white females.
- d. created the Glass Ceiling Commission.

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

121. Individuals with AIDS or HIV are “disabled” within the meaning of the:

- a. Civil Rights Act of 1991.
- b. Vocational Rehabilitation Act of 1973.
- c. Executive Order 11246.
- d. state and local anti-discrimination laws only.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* Easy

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG - Analytic - Business knowledge and analytic skills

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Knowledge

122. Why is it important for managers to pay close attention to fair employment practices?

*ANSWER:*

Federal laws and executive orders provide the major regulations governing equal employment opportunity. But, in addition, almost all states and many local governments have passed laws barring employment discrimination. Referred to as fair employment practices (FEPs), these statutes are often more comprehensive than the federal laws. Although these laws are too numerous to review here, managers should be aware of them and how they affect HRM in their organizations. State and local FEPs are patterned after federal legislation but often extend antidiscrimination laws to employers with one or

more workers. Managers and entrepreneurs operating small businesses must pay close attention to these laws because they can be quite restrictive. They can bar discrimination based on any number of factors, including a person's sexual orientation, physical appearance, marital status, arrest records, color blindness, or political affiliation.

**POINTS:** 1  
**DIFFICULTY:** Moderate  
**LEARNING OBJECTIVES:** MGHR.SNEL.17.3-1  
**NATIONAL STANDARDS:** United States - BUSPROG: Reflective Thinking  
**STATE STANDARDS:** United States - OH - DISC: HRM  
**KEYWORDS:** Bloom's: Comprehension

123. Explain the different forms of sexual harassment as recognized by the EEOC.

**ANSWER:** The EEOC recognizes both *quid pro quo* and hostile work environment forms of sexual harassment. *Quid pro quo* type of harassment involves a tangible or economic consequence, such as a demotion or loss of pay. If a supervisor promotes an employee only after the person agrees to an after-work date, the conduct is clearly illegal. Hostile work environment can occur when unwelcome sexual conduct "has the purpose or effect of unreasonably interfering with job performance or creating an intimidating, hostile, or offensive working environment." Dirty jokes, vulgar slang, nude pictures, swearing, and personal ridicule and insult create a hostile environment when an employee finds them offensive. E-mail, instant and text messages, and posts on social-networking sites have become convenient ways for employees to sexually harass their coworkers electronically.

**POINTS:** 1  
**DIFFICULTY:** Moderate  
**LEARNING OBJECTIVES:** MGHR.SNEL.17.3-1  
**NATIONAL STANDARDS:** United States - BUSPROG: Reflective Thinking  
**STATE STANDARDS:** United States - OH - DISC: HRM  
**KEYWORDS:** Bloom's: Comprehension

124. What should be included in a training program when trying to prevent discrimination claims?

**ANSWER:** A comprehensive training program will include (1) the prohibitions covered in the various EEO statutes and executive orders, (2) guidance on how to respond to complaints of discrimination, (3) procedures for investigating complaints, and (4) suggestions for remedying inappropriate behavior. A key to preventing employment discrimination is to provide training for managers and supervisors to create an organizational climate in which the principles of dignity, respect, and the acceptance of a diverse workforce are the norm and therefore expected.

**POINTS:** 1  
**DIFFICULTY:** Moderate  
**LEARNING OBJECTIVES:** MGHR.SNEL.17.3-3  
**NATIONAL STANDARDS:** United States - BUSPROG: Reflective Thinking  
**STATE STANDARDS:** United States - OH - DISC: HRM  
**KEYWORDS:** Bloom's: Comprehension

125. According to the EEOC, what are the basic steps in developing an effective affirmative action program?

**ANSWER:**

1. Issue a written equal employment opportunity policy and an affirmative action commitment statement.
2. Publicize the policy and the organization's commitment to affirmative action.
3. Appoint a top official to direct and implement the program.

4. Survey minority and female employment by department and job classification.
5. Develop goals and timetables to improve utilization of minorities and women in each area in which underutilization has been identified.
6. Develop and implement specific programs to achieve goals.
7. Establish an internal audit and reporting system to monitor and evaluate progress in each aspect of the program.
8. Develop supportive in-house and community programs.

*POINTS:*

1

*DIFFICULTY:*

Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-4

*NATIONAL STANDARDS:* United States - BUSPROG: Reflective Thinking

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension

126. What is a bona fide occupational qualification? Are they a good idea? Do we need more?

*ANSWER:*

A bona fide occupational qualification (BFOQ) is a permitted discrimination when employer hiring preferences are a reasonable necessity: age, religion, and sex are the only areas where a BFOQ is permitted.

A BFOQ is a variance to the law. The more variances, the weaker the law, like a brick wall where several bricks have been removed. Courts are understandably reluctant to grant additional BFOQs.

Answers will vary based on amount of information provided.

*POINTS:*

1

*DIFFICULTY:*

Moderate

*LEARNING OBJECTIVES:* MGHR.SNEL.17.3-1

*NATIONAL STANDARDS:* United States - BUSPROG: Reflective Thinking

*STATE STANDARDS:* United States - OH - DISC: HRM

*KEYWORDS:* Bloom's: Comprehension