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QUESTION 1

Which of the following is used to determine current market trends and competition for different skills and knowledge and to assist the employer in setting pay levels?

- A. Base pay
- B. Job evaluation
- C. Salary survey
- D. Gross pay

Correct Answer: C

QUESTION 2

Organizations must assess the safety of their workplaces and consider the ability of a business to continue despite risk impact. When assessing business continuity risks, the HR Professional must consider several different types of disasters, their probability, and impact on an organization. What category of disaster is best described as acts of terrorism, major thefts, sabotage, or labor disputes?

- A. Organized or deliberate disruptions
- B. Environmental disasters
- C. System failures
- D. Serious information security incidents

Correct Answer: A

QUESTION 3

Which of the following exceptions to the Title VII of the Civil Rights Act describes a type of employment where employees are paid based on the volume of their production?

- A. Professionally developed test of abilities
- B. Bona fide occupational qualification
- C. Piece-rate systems
- D. Seniority systems

Correct Answer: C

QUESTION 4



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. This law only addresses federal government employees
- C. Organizations with 100 or more employees
- D. Organizations with 15 or more employees

Correct Answer: D

QUESTION 5

Match the Common law doctrine of employment with their descriptions.

Select and Place:

Common law doctrine of employment

- 1. Duty of diligence
- 2. Duty of obedience
- 3. Duty of loyalty

Description

- A. It requires employees to act within the authority granted by the employer and to follow the employer's reasonable and legal policies, procedures, and rules.
- B. It requires that employees act in the best interest of the employer and not solicit work away from the employer to benefit themselves.
- C. It requires an employee to act "with reasonable care and skill" in the course of performing work for the employer.

Select and Place:



Common law doctrine of employment

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Common law doctrine of employment

Description

- A. It requires employees to act within the authority granted by the employer and to follow the employer's reasonable and legal policies, procedures, and rules.
- 2. Duty of obedience
- B. It requires that employees act in the best interest of the employer and not solicit work away from the employer to benefit themselves.
- 3. Duty of loyalty
- C. It requires an employee to act "with reasonable care and skill" in the course of performing work for the employer.
- 1. Duty of diligence



The common law doctrine of employment at will provides employees with the right to leave a job at any time, with or without notice. Other common law doctrines place responsibilities on employees in the employment relationship as well:
Chapter: Employee and Labor Relations Objective: Federal Employment Legislation

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