

# QUESTIONS & ANSWERS

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HR

## DSST-HRM

*Human Resource Management*

**Question: 54**

Which of the following spheres of the employer-employee relationship is not usually governed by individual state governments?

- A. Vacation pay
- B. Unclaimed wages
- C. Severance pay
- D. Overtime pay

**Answer: D**

Overtime pay is not typically governed by individual state governments. Key Takeaway: According to the FLSA, an employee in any given business must be classified as either exempt or nonexempt. In order to be exempt, an employee must be paid a salary of at least \$23,660 per year. An employee who is entitled to hourly pay (at minimum wage or above), overtime, and protections under child labor and equal pay, that employee is considered to be non-exempt. Because FLSA is a federal policy, overtime pay is not typically governed by individual state governments.

**Question: 55**

Which act is also known as the Anti-Kickback Act?

- A. Copeland Act
- B. The Stark Law
- C. Bayh-Dole Act
- D. Model Business Corporation Act

**Answer: A**

The Copeland Act is also known as the Anti-Kickback Act. Key Takeaway: The Copeland Act, also known as Anti-Kickback Act, was enacted in 1934 in order to prohibit contractors and sub-contractors from influencing an employee who was involved in a federally-assisted construction project to give up any part of the compensation to which he is entitled as a "kick-back" to the company or its executives.

**Question: 56**

What is the correct term for the process of identifying risks and taking effective steps to minimize them?

- A. Risk assessment
- B. Risk strategy
- C. Risk management
- D. Liability assessment

**Answer: C**

Risk management is the correct term for the process of identifying risks and taking effective steps to minimize them. Key Takeaway: A risk refers to an uncertain event that will either have a positive or negative effect upon the completion of a program or its subsidiary projects-if the event occurs. Effective risk management is crucial to planning and maintaining a program and its subsidiary projects. At the program level, risk management activities can include: identifying potential project/program risks and their causes, reviewing the risk response plans from every subsidiary project and analyzing how that potential risk could have an effect upon subsequent projects, and to propose responses to those risks. Obviously, in all of these cases, effective communication is the key to managing the risks.

**Question: 57**

Mike runs a successful chain of ice cream shops and wants to gain some insight into his employees' goals, their job satisfaction, and to provide some career counseling to employees who want it. What would be the most effective method to do this?

- A. An employee survey
- B. Town hall meetings
- C. A skip-level interview
- D. Brown-bag lunches with store heads

**Answer: C**

In order for Mike to gain some insight into his employees' goals, their job satisfaction, and to provide some career counseling to employees, he should employ skip-level interviews. Key Takeaway: A skip-level interview occurs when higher level managers literally "skips over" their managers to meet directly with lower-level employees. As part of the performance feedback, a skip-level interview helps employers and employees to directly discuss assignments, job growth, and career development without having to wait for management feedback or approval.

**Question: 58**

Which of the following looks at individual units or departments within a company in order to reduce possible redundancies or processes with the overall goal of cutting corporate costs and increasing production?

- A. Corporate restructuring
- B. Reengineering
- C. Workforce reductions
- D. Mergers and acquisitions

**Answer: A**

Corporate restructuring looks at individual units or departments within a company in order to reduce possible redundancies or processes with the overall goal of cutting corporate costs and increasing production.

**Question: 59**

59. Isa was recently hired as an outside sales rep for the Pacific Northwest region of a major book publishing company. As part of her selection process, she had to take an assessment test, on which Isa scored very well. During her initial interview, Lori, the hiring manager, had some concerns about how well Isa may fit into the publishing company's corporate culture. But when Lori learned about how well Isa did on the test, she immediately hired her. What bias could be in effect in this situation?

- A. Knowledge-of-predictor effect

- B. First impression
- C. Leniency bias
- D. Halo effect

**Answer: A**

In this situation, the knowledge-of-predictor bias could be in effect. Key Takeaway: When HR representatives or hiring managers perform employee interviews, they must be very careful to not employ any kind of bias toward the potential employee, as a bias could have an unintended impact upon the results of the interview and the hiring decision. The "Knowledge-of-predictor" bias is one of these and occurs when the interviewer is aware of a candidate's performance (either good or bad) upon an examination that has shown to have some sort of predictor of performance in their potential position.

**Question: 60**

Dixon is conducting a training session. During it, he would like it if everyone can observe each other, as well as the trainer. Which seating arrangement would best fit his needs?

- A. Classroom style
- B. U-shaped arrangement
- C. D-shaped arrangement
- D. Theater style

**Answer: B**

In a training session in which the instructor would like it if everyone could observe each other, as well as the trainer, the U-shaped arrangement is generally the best. Key Takeaway: U-shaped seating arrangements are particularly effective when the trainings are going to be collaborative and/or if they use power point presentations or discussions. All trainees can see one another in this arrangement- as well as the instructor- and the middle of the room is left open for presentations, role-playing, or for additional seating.

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