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QUESTION 1

As an HR Professional you must recognize, and be aware of several pieces of legislation that affects your performance as an HR Professional. Which one of the following acts exempted labor unions and agricultural organizations from The Sherman Antitrust Act?

- A. The Clayton Act
- B. The Railway Labor Act
- C. The National Labor Relations Act
- D. The National Industrial Recovery Act

Correct Answer: A

The Clayton Act clarified language in The Sherman Antitrust Act, and deemed labor unions and agricultural unions exempt from The Sherman Antitrust Act. Answer option B is incorrect. The Railway Labor Act applied onto, to interstate railroads, and required workers to keep the trains moving.

Answer option D is incorrect. The National Industrial Recovery Act guaranteed laborers the right to organize and bargain collectively.

Answer option C is incorrect. The National Labor Relations Act, also known as the Wagner Act, guaranteed the right to self-organization, to form, join, or assist labor organization, to bargain collectively through representatives of their own choosing.

QUESTION 2

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

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 3

Which of the following types of training evolution measures whether the training had a positive impact on the bottom line?

- A. Result
- B. Reaction
- C. Learning
- D. Behavior

Correct Answer: A

The result measures whether the training had a positive impact on the bottom line. Answer option B is incorrect. Reaction measures immediate feedback of the training. Answer option C is incorrect. Learning measures what was learned through testing. Answer option D is incorrect. Behavior measures job performance of six months or more after training.

QUESTION 4

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. Skill contract
- D. Non-union agreement

Correct Answer: A

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 skill contract is not a valid term. Answer option D is incorrect. A non-union agreement is not a valid term for this scenario.

QUESTION 5

There are four sections of the HR Impact Model. Which component of the model is considered to be the most client-oriented role?

- A. Programs and Processes
- B. Catalyst

C. Consultation

D. Policies and Procedures

Correct Answer: C

The consultation role is considered to be the most client-oriented role, as HR Professionals in this role help define the overall organizational strategy. Answer option D is incorrect. Policies and procedures help define the organizational framework, but isn't the most client-facing or client-oriented role the HR Professional must play. Answer option B is incorrect. The HR Professional in the catalyst role processes market demographics, employee attitudes, organizational culture, and how to implement HR best practices. Answer option A is incorrect. Programs and processes is a client-facing role, but it takes more of a functional position in the organization, such as training and development.

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