GYC1 Introduction to HR Management Version 1

Section: Human Resources • **Total Questions:** 10 • **Format:** Verified Q&A

1. What is the impact of employment at will on employees?

(A) Employees have more legal right to negotiate pay
(B) Employees must give notice to their employers when ending employment
(C) Employees have reduced job security in the workplace
(D) Employees must keep detailed records of workers' compensation claims

2. Which area of expertise is useful for a human resources specialist assigned to work with unions?

(A) Organizational development
(B) Payroll accounting
(C) Labor relations
(D) Sexual harassment training

3. Which legally protected class status is included in Title VII of the Civil Rights Act of 1964?

(A) Pregnancy
(B) Disability
(C) Sexual orientation
(D) Religion

4. What is a basic requirement of an affirmative action plan?

(A) Restorative pay
(B) Restorative opportunity
(C) Reasonable action
(D) Reasonable care

5. A firm offers an individual a job paying $40,000 per year selling widgets. The employee counter-offers by requesting that he be paid $2,000 per widget sale that he closes. Which pay structures are being discussed?

(A) The firm is offering fixed compensation and the employee is requesting fixed compensation

(B) The firm is offering fixed compensation, while the employee is requesting variable compensation

(C) The firm is offering variable compensation and the employee is requesting variable compensation

(D) The firm is offering variable compensation, while the employee is requesting fixed compensation

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6. During which phase of the ADDIE model does the application of formative and summative evaluation data occur?

(A) Evaluation

(B) Design

(C) Analysis

(D) Development

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7. What is a type of indirect compensation?

(A) Employee wages

(B) Job security

(C) Employee benefits

(D) Job autonomy

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8. Which tool should be used in the human resource planning process to determine the need for more seasonal workers for the next year?

(A) Long-term forecasting

(B) Demand forecasting

(C) Strategic planning

(D) Succession planning

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9. What is an example of variable compensation?

(A) Monthly salary

(B) Merit pay

(C) Hourly wage

(D) Piecework plan

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10. Which generation of workers is especially resistant to authority due to cynicism regarding decisions made by managers?

(A) Generation X

(B) Generation Z

(C) Millennials

(D) Baby boomers