

Prof

**Human Resource Management
Psychology TEST #2**

Rev: 17

Name: _____

Multiple Choice (4 point each):

1. _____ Major federal equal employment opportunity laws attempt to correct social problems of interest to particular groups of workers called:
 - a. Significant worker classes
 - b. Privileged classes
 - c. Protected classes
 - d. Equal employment classes

2. _____ The agency established to enforce the Civil Rights Act and to promote equal employment opportunity is the:
 - a. Occupational Safety and Health Administration (OSHA)
 - b. Equal Employment Opportunity Commission (EEOC)
 - c. Equal Rights Compliance Agency (ERCA)
 - d. Justice Department (JD)

3. _____ At-Will Employment is a term used in U.S. labor for contractual relationships in which
 - a. The will of individuals of their rights to self-determination is protected
 - b. Everyone has an equal contractual chance of being employed by employer and it is the individual's will by contract for this employment
 - c. The will of the employer to set job requirements by contract.
 - d. An employee can be dismissed by an employer for any reason (that is, without having to establish "just cause" for termination), and without warning.

4. _____ The Age Discrimination in Employment Act prohibits specific employers from discriminating against persons who are:
 - a. 40 years of age and older
 - b. Older than 40 years of age
 - c. 45 years of age and younger
 - d. 45 years of age and older

5. _____ Executive Order 11246 provides equal employment opportunities to:
- Federal employees and individuals employed by government contractors.
 - State and local government employees
 - All employees of public and private employers
 - Union members
6. _____ Bona Fide Occupational Qualifications can:
- Be used to Identify adverse impact
 - Be based on employer preference
 - Permit discrimination by an employer
 - Require reasonable accommodation on the part of the employer
7. _____ Which of the following is NOT an example of sexual harassment?
- Paying a man more than a woman for doing the same job
 - promoting a female employee after she agrees to an after -work date
 - Permitting the work environment to be hostile, intimidating, or offensive
 - Allowing a customer to demand sexual favors from an employee
8. _____ Title VII provisions for religion:
- Require employers to make reasonable accommodation for religious observance or practice
 - Cannot be the basis for a Bona Fide Occupational Qualification
 - Require employers to grant complete religious freedom in employment in accordance with the First Amendment
 - Permit discrimination based on race if religious preference is Bona Fide Occupational Qualification
9. _____ Adverse impact means that:
- Men are paid less than women
 - Employment decisions reject a higher percentage of protected class members
 - Efforts are made to recruit a larger percentage of minorities
 - Bona Fide Occupational Qualification on religion is permitted at the workplace
10. _____ According to the Uniform Guidelines, a rule of thumb that identify selection practices that favor or disproportionate number of non-protected class members is the :
- Two-thirds rule
 - Acid-test rule
 - Ratio rule
 - Four-fifths rule
11. _____ The Four-fifth rule provides:

- a. A quantifiable definition of discrimination
 - b. An earnings test of employment discrimination
 - c. A goal for Affirmative Action
 - d. A rule governing the job-relatedness of employment tests.
12. ____ 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.
13. ____ Reverse discrimination occurs when:
- a. Men are favored over women
 - b. Whites are favored over blacks
 - c. Protected classes are favored to the extent that unprotected individuals believe they are suffering discrimination.
 - d. Affirmative action goals are set.
14. ____ Factors to consider when investigating whether sexual harassment is hostile or offensive include all of the following EXCEPT.
- a. Frequency of the misconduct
 - b. Severity of the misconduct
 - c. Whether the person charged is a male or female
 - d. Whether it interferes with the employees work performance.
15. ____ What is the rationale for individuals who have complained of sexual harassment to have cause to charge &/or sue the individual's (the accused) employer?
- a. Because the complainant is free to do what he wants, anyone is free to file a claim.
 - b. Because the company has deeper pockets as oppose to the employee who violated the individual's rights.
 - c. The individual is employed as an agent of the company and is a company representative in form, manner, service and behavior.
 - d. Because there are many others who may be effected.

Long answer questions:

- 1. What is (define) the concept of diversity. Describe HOW this concept relate to the policy of Affirmative Action? (6pts)**
- 2. Define the Concept of Mutual Adaptation (5pts)**
- 3. Define productivity and define the concept of Employee productivity (7pts)**
- 4. Explain the Lilly Ledbetter Fair Act of 2009, HOW is the statute of Limitation effected or not effected by the act of congress, what did congress actually do?**
- 5. Define and Explain and Draw Differences and Similarities between Business necessity defense and Bona Fide Occupational Qualifications (8pts)**
- 6. Explain the EEOC filing process and this agency's likely actions given "cause" or no "cause" (6pts).**
- 7. Extra Credit:**
- 8. How many supreme court Justices are there? Who are the current supreme court justices? What do they do? Who appoints them? How long do they serve? What is a landmark ruling?**