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QUESTION 1

What of the following statements defines total rewards?

- A. It is the total amount of pay a person earns per year.
- B. It is the compensation and the benefits a person earns.
- C. It is the amount of pay a person earns per hour.
- D. It is the compensation a person earns for their time.

Correct Answer: B

Total rewards is the total compensation plus the total benefits a person earns. Answer option C is incorrect. This isn't a valid definition of total rewards as it is more than just hourly pay.

Answer option A is incorrect. This answer describes just the salary assigned to a person. Answer option D is incorrect. Total rewards is more than just compensation, it's also the benefits received.

QUESTION 2

What is the FairPay amount that defines, what a person makes, to be considered highly compensated?

- A. \$110,000 or more
- B. \$150,000 or more
- C. \$100,000 or more
- D. \$125,000 or more

Correct Answer: C

FairPay determines that a person earning \$100,000 or more is considered to be highly compensated. Answer options A, D, and B are incorrect. The amount is \$100,000 or more, not specifically \$110,000, \$125,000, or \$150,000.

QUESTION 3

The Federal Labor Standards Act is something that all HR Professionals should be familiar with. This act clearly defines four areas that affect all employees. Which one of the following is not one of the four areas of employment covered by this act?

- A. Commissions, royalties, and tips
- B. Overtime
- C. Record keeping
- D. Minimum wage



Correct Answer: A

The Federal Labor Standards Act does not address commissions, royalties, and tips. The four things the act does address are minimum wage, record keeping, overtime, and child labor. Answer options D, C, and B are incorrect. Minimum wage, record keeping, and overtime are addressed by the Federal Labor Standards Act.

QUESTION 4

As an HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What legal case found that a test that has an adverse impact on a protected class is still lawful as long as the test can be shown to be valid and job related?

- A. Washington versus Davis, 1976
- B. Griggs versus Duke Power, 1971
- C. McDonnell Douglas Corp. versus Green, 1973
- D. Albemarle Paper versus Moody, 1975

Correct Answer: A

Washington versus Davis is correct. Two African Americans were denied positions at the Washington DC police department because of their performance on a job-related test. The US Supreme Court ruled against the plaintiffs and deemed that the test did not violate the due process clause. Answer option B is incorrect. The Griggs versus Duke Power lawsuit was heard in the US Supreme Court. This case, which preceded the Civil Rights Act of 1964, centered on a policy, Duke Power Company had of segregating employees by race. Answer option C is incorrect. McDonnell Douglas Corp. versus Green, 1973 centered on a race discrimination case regarding the burdens and nature of proof in proving a Title VII of the Civil Rights Act of 1964. Answer option D is incorrect. Albemarle Paper versus Moody, 1975 dealt with racial discrimination and the responsibilities of organizations to offer back pay to individuals that were racially discriminated. The racial discrimination may have prevented certain employees from advancing in the organization.

QUESTION 5

Your organization has a no-solicitation rule in effect for all employees. How does this rule affect the internal organization of unions?

- A. Unions can only solicit for members with the managements approval, when there\\'s a no- solicitation rule in effect.
- B. Unions cannot solicit for membership when there\\'s a no-solicitation rule in an organization.
- C. Unions can solicit for membership with the permission of more than 30 percent of the organization.
- D. Unions are exempted from no-solicitation rules.

Correct Answer: B

When an organization has a no-solicitation rule in effect, unions are prohibited from soliciting for membership. Note that the rule must be 100 percent enforced for all types of soliciting, not just unions. Employees selling cookies or other such

fund raising activities could also affect the validity of the rule.



Answer option D is incorrect. Unions are not exempt from the no-solicitation rules. Answer option C is incorrect. This isn't a true statement about the no-solicitation rules. Answer option A is incorrect. A no-solicitation rule must be enforced by

the management for all types of soliciting, not just for unions or fund raisers.

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