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QUESTION 1

Management and human resource professionals must be aware of unlawful interference with union activities. One such method to remember what employers may do is called the TIPS approach. What does TIPS mean?

- A. TIPS refers to the four actions employers cannot legally do: terminate, instigate, police, and sever
- B. TIPS refers to the four actions employers cannot legally do: threaten, interrogate, promise, and spy
- C. TIPS refers to the four actions employers cannot legally do: threaten, investigate, police, and spy
- D. TIPS refers to the four actions employers cannot legally do: terminate, investigate, promise, and segregate

Correct Answer: B

QUESTION 2

You are the HR Professional for your company in a manufacturing facility that operates in a 24-7 format. What work shift in this type of operation is considered the swing shift?

- A. 4PM to 12AM
- B. All weekend shifts of 12 hours or longer
- C. 8AM to 4PM
- D. 12AM to 8AM

Correct Answer: A

QUESTION 3

A union philosophy statement may have all of the following except which?

- A. A statement of the company's desire to remain union free
- B. A promise of extended benefits if the company remains union free
- C. A description of what a union cannot do for the employees
- D. Factual statements about the disadvantages of unions in the labor/management relationship

Correct Answer: B

QUESTION 4

Which of the following is NOT a types of partnership arrangements?

- A. Joint venture



- B. Limited profit partner
- C. General partnership
- D. Limited partnership

Correct Answer: B

QUESTION 5

Which of the following is a basic principle behind job analysis?

- A. The analysis focuses on the job, not the person.
- B. The required qualifications should include everything the manager would like the employee to have.
- C. The analysis is limited to task inventories and questionnaires.
- D. The analysis focuses on the person doing the job, not the job.

Correct Answer: A

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