

Society For Human Resource Management Practice Test Questions and Answers

1. What is the primary purpose of conducting a job analysis in human resources?

- A) To determine employee salaries
- B) To identify job duties, responsibilities, and requirements
- C) To evaluate employee performance
- D) To plan company social events

2. Which law prohibits employment discrimination based on race, color, religion, sex, or national origin?

- A) Americans with Disabilities Act (ADA)
- B) Fair Labor Standards Act (FLSA)
- C) Civil Rights Act of 1964 (Title VII)
- D) Family and Medical Leave Act (FMLA)

3. What is the difference between exempt and non-exempt employees under FLSA?

- A) Exempt employees receive health benefits, non-exempt do not
- B) Exempt employees are not entitled to overtime pay, non-exempt are
- C) Exempt employees work part-time, non-exempt work full-time
- D) Exempt employees are temporary, non-exempt are permanent

4. Which performance management approach focuses on specific, measurable goals?

- A) 360-degree feedback
- B) Management by Objectives (MBO)
- C) Forced ranking system
- D) Peer evaluation method

Answers: 1-B 2-C 3-B 4-B

For More Society For Human Resource Management Questions and Answers FREE, Society For Human Resource Management Online Prep Training, Society For Human Resource Management Exam, Society For Human Resource Management Study Guide, Society For Human Resource Management Flashcards, Society For Human Resource Management Quizzes visit: