

01	☒ A	☐ B	☐ C	☐ D	☐ E
02	☐ A	☐ B	☐ C	☐ D	☒ E
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36	☒ A	☐ B	☐ C	☐ D	☐ E
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39	☐ A	☐ B	☐ C	☒ D	☐ E

PRACTICE QUESTIONS

DANTES Eligible Military Service Member (DSST)

SN530

Human Resource Management

EDITION

Demo

QUESTIONS

9

FORMAT

Limited Edition PDF

Before you begin

What this is

9 practice questions for DANTES Eligible Military Service Member (DSST) **SN530**, each with its answer key and an explanation. Answer a question before you read its key — the explanation is worth more once you have committed.

If something looks wrong

Send us three things and we will check it:

- the exam code, **SN530**
- the question number
- the email address on your order

Write to **support@mometrix.net**. We reply within one business day.

QUESTION 1 MULTIPLE CHOICE

Which of the following are commonly used selection methods that organizations may employ to assess job candidates? (Choose two.)

- ☒ **A** Structured behavioral interviews
- ☐ **B** Marketing collateral design
- ☒ **C** Cognitive ability tests
- ☐ **D** Inventory turnover analysis

ANSWER A • C

WHY Structured behavioral interviews and cognitive ability tests are well-established selection methods used to predict job performance. Marketing collateral design and inventory turnover analysis are not HR selection tools; the former is a marketing function and the latter is an operations/finance metric.

QUESTION 2 MULTIPLE CHOICE

Which of the following are components typically included in an organization's total compensation system? (Choose two.)

- ☒ **A** Base pay
- ☒ **B** Variable pay programs
- ☐ **C** Defensive coding practices
- ☐ **D** Office supply reorder points

ANSWER A • B

WHY Total compensation includes direct pay components such as base pay and variable pay (bonuses, incentives), along with benefits. 'Defensive coding practices' relates to software development and 'office supply reorder points' relates to inventory management — neither belongs in compensation.

QUESTION 3

SINGLE CHOICE

Which function is considered a primary responsibility of the Human Resource Management department?

- ☒ **A** Recruiting and selecting qualified employees
- ☐ **B** Setting the firm's external retail price points
- ☐ **C** Auditing financial statements for SEC compliance
- ☐ **D** Designing the firm's logistics network

ANSWER A

WHY Recruiting and selecting qualified employees is a core HR staffing function. Pricing, SEC auditing, and logistics network design are responsibilities of marketing, finance/accounting, and supply chain functions, respectively.

QUESTION 4

SINGLE CHOICE

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination on the basis of which set of protected classes?

- ☒ **A** Race, color, religion, sex, and national origin
- ☐ **B** Age, disability, and veteran status only
- ☐ **C** Education level and prior job titles
- ☐ **D** Income level and marital status

ANSWER A

WHY Title VII prohibits discrimination based on race, color, religion, sex, and national origin. Age and disability are covered by separate statutes (the ADEA and the ADA). Education level, prior job titles, income level, and marital status are not Title VII protected classes.

QUESTION 5 SINGLE CHOICE

Which step is the first phase of a systematic training process?

- ☒ **A** Conducting a needs assessment
- ☐ **B** Designing instructional materials
- ☐ **C** Evaluating training effectiveness
- ☐ **D** Selecting the training delivery platform

ANSWER A

WHY The training process begins with a needs assessment to identify performance gaps and determine whether training is the appropriate solution. Design, delivery platform selection, and evaluation all come after the needs assessment has identified what training is required.

QUESTION 6 SINGLE CHOICE

Which performance appraisal method requires managers to rate employees on specific job-related behaviors rather than overall traits or results?

- ☒ **A** Behaviorally Anchored Rating Scales (BARS)
- ☐ **B** Management by Objectives (MBO)
- ☐ **C** Forced distribution ranking
- ☐ **D** Essay method

ANSWER A

WHY BARS combines critical incidents with rating scales, focusing raters on specific job-related behaviors. MBO evaluates results against objectives, forced distribution compares employees against one another, and the essay method requires a written narrative — none of which are behaviorally anchored scales.

QUESTION 7

SINGLE CHOICE

What is the primary purpose of the National Labor Relations Act (NLRA)?

- ☒ **A** To protect employees' rights to organize, bargain collectively, and engage in concerted activities
- ☐ **B** To set federal minimum wage and overtime pay requirements
- ☐ **C** To require employers to provide health insurance coverage to all employees
- ☐ **D** To establish safety standards in the workplace

ANSWER A

WHY The NLRA guarantees private-sector employees the right to form, join, or assist labor organizations and to bargain collectively. Minimum wage and overtime are governed by the Fair Labor Standards Act, health insurance by the ACA, and workplace safety by the OSH Act.

QUESTION 8

SINGLE CHOICE

A job analysis typically results in two core HR documents. What are they?

- ☒ **A** Job description and job specification
- ☐ **B** Job posting and offer letter
- ☐ **C** Pay stub and W-2 form
- ☐ **D** Performance review and development plan

ANSWER A

WHY Job analysis produces a job description (duties, tasks, responsibilities, working conditions) and a job specification (knowledge, skills, abilities, and other characteristics required). Offer letters, pay stubs, performance reviews, and development plans are downstream documents used after the job has been defined.

QUESTION 9

SINGLE CHOICE

Which compensation strategy uses market survey data to set pay levels that match what other employers pay for similar jobs?

- ☒ **A** Market pricing / competitive pay policy
- ☐ **B** Pay-for-performance only
- ☐ **C** Seniority-based pay only
- ☐ **D** Cost-of-living adjustment only

ANSWER A

WHY Market pricing (a competitive pay policy) anchors pay to external market rates identified through compensation surveys. Pure pay-for-performance ties pay to individual results, seniority-based pay rewards tenure, and COLAs adjust pay for inflation — none of these use competitor survey data as the primary basis.