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38	A	B	C	D	E
39	A	B	C	D	E

PRACTICE QUESTIONS

DSST

SN530

Human Resource Management

Uploaded by Community B

EDITION

Original Demo

QUESTIONS

8

ISSUED

October 14, 2026

Before you begin

What this is

8 practice questions for 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.

Licence

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QUESTION 1

SINGLE CHOICE

Under Title VII of the Civil Rights Act of 1964, the Equal Employment Opportunity Commission (EEOC) may bring suit against a private-sector employer for unlawful employment practices only after which event has occurred?

- ☐ A The employer has been issued a state-court injunction
- ☒ B The aggrieved individual has filed a discrimination charge with the EEOC and the Commission has concluded its investigation and been unable to obtain voluntary compliance
- ☐ C The employer has voluntarily admitted the alleged violation in writing
- ☐ D The U.S. Department of Labor has referred the case to the EEOC

ANSWER B

WHY Under Title VII (and parallel statutes enforced by the EEOC), an individual must first file a charge with the EEOC within the statutory time limits. The EEOC then investigates the charge and, if it cannot resolve the matter through conciliation, may file a lawsuit against the employer. The EEOC's litigation authority is triggered by the conclusion of its administrative process and the inability to obtain voluntary compliance.

QUESTION 2

SINGLE CHOICE

Which step is typically performed FIRST in the training process?

- ☐ A Evaluating training effectiveness
- ☒ B Conducting a training needs assessment
- ☐ C Designing training materials
- ☐ D Selecting the training method

ANSWER B

WHY The systematic training process begins with identifying training needs through a needs assessment. This step determines whether training is required and what it should cover, and it must be completed before design, delivery, or evaluation.

QUESTION 3

SINGLE CHOICE

Which document is typically developed directly from a job analysis and summarizes the essential duties, responsibilities, and qualifications of a specific position?

- ☐ A Workforce diversity profile
- ☒ B Job description
- ☐ C Succession planning chart
- ☐ D Employee compensation statement

ANSWER B

WHY A job analysis gathers information about the duties, tasks, and requirements of a job, and the primary document derived from it is the job description, which summarizes the essential functions and qualifications for the position. A workforce diversity profile, succession chart, or compensation statement are not products of a job analysis.

QUESTION 4

MULTIPLE CHOICE

Which two of the following statements accurately describe protections provided by the Americans with Disabilities Act (ADA) Title I? (Choose two.)

- ☒ **A** Employers must provide reasonable accommodations to qualified employees with disabilities unless doing so would impose an undue hardship on the business
- ☐ **B** The ADA requires employers to hire a specified percentage of individuals with disabilities in order to meet affirmative action goals
- ☒ **C** An individual is considered disabled under the ADA if they have a physical or mental impairment that substantially limits one or more major life activities
- ☐ **D** The ADA covers only physical impairments and excludes mental or psychological conditions from its protections
- ☐ **E** Pre-employment medical examinations may be required of all applicants before a job offer is extended

ANSWER A - C

WHY The ADA Title I requires covered employers to provide reasonable accommodations to qualified individuals with disabilities unless it causes undue hardship (A), and defines disability as a physical or mental impairment that substantially limits one or more major life activities (C). The ADA does not impose hiring quotas (B), clearly covers mental impairments (D is false), and limits when pre-offer medical exams can be required (E is false under ADA rules).

QUESTION 5

SINGLE CHOICE

Which forecasting technique uses statistical analysis of past employment levels to project future human resource requirements by extending a historical trend into the future?

- ☐ A Delphi technique
- ☐ B Nominal group technique
- ☒ C Trend analysis (time-series analysis)
- ☐ D Replacement chart

ANSWER C

WHY Trend analysis (a type of time-series forecasting) mathematically projects past staffing patterns into the future, for example by plotting employment levels over several years and extrapolating the trend. The Delphi technique (A) and nominal group technique (B) are qualitative group-judgment methods used when historical data are limited. A replacement chart (D) is a visual tool used in succession planning for individual positions, not a quantitative forecasting model for overall labor demand.

QUESTION 6

SINGLE CHOICE

In Donald Kirkpatrick's four-level training evaluation model, which level specifically measures the extent to which participants' on-the-job behavior has changed as a result of the training?

- ☐ A Reaction
- ☐ B Learning
- ☒ C Behavior
- ☐ D Results

ANSWER C

WHY Kirkpatrick's four levels are: (1) Reaction - participants' satisfaction with the training; (2) Learning - the knowledge or skills acquired; (3) Behavior - the extent to which participants apply what they learned back on the job; and (4) Results - the ultimate organizational outcomes such as productivity, quality, or cost. The Behavior level (C) is therefore the one that measures changes in on-the-job behavior.

QUESTION 7

SINGLE CHOICE

The process of negotiating the terms and conditions of employment between an employer and a labor union representing a group of employees is called:

- ☐ A Arbitration
- ☒ B Collective bargaining
- ☐ C Conciliation
- ☐ D Fact-finding

ANSWER B

WHY Collective bargaining is the negotiation process between an employer and the certified bargaining agent (typically a labor union) to establish wages, hours, working conditions, and other terms of employment. Arbitration, conciliation, and fact-finding are alternative dispute resolution procedures that may be used when collective bargaining reaches an impasse.

QUESTION 8

SINGLE CHOICE

In compensation management, the term 'compa-ratio' is calculated as:

- ☒ A The employee's salary divided by the midpoint of the pay range for their grade, expressed as a percentage
- ☐ B The midpoint of the pay range divided by the maximum of the pay range, expressed as a percentage
- ☐ C The employee's salary divided by the minimum of the pay range, expressed as a ratio
- ☐ D The average of all employees' salaries divided by the highest salary in the organization

ANSWER A

WHY Compa-ratio (comparison ratio) is the employee's actual salary divided by the midpoint (or sometimes the reference/control point) of the pay range for their job grade, typically expressed as a percentage or decimal. A compa-ratio of 1.0 (or 100%) indicates the employee is paid exactly at the midpoint of the range; values below or above indicate pay below or above the midpoint, respectively. The other formulas describe different pay-range relationships and are not standard compa-ratio calculations.