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PRACTICE QUESTIONS

DSST

SN530

Human Resource Management

EDITION

Original Demo

QUESTIONS

15

ISSUED

October 14, 2026

Before you begin

What this is

15 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.

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QUESTION 1

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 2

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 3

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.

QUESTION 4

SINGLE CHOICE

In compensation management, the term 'compa-ratio' is typically calculated as which of the following?

- ☐ **A** Average salary of all employees divided by the industry market average
- ☐ **B** Total benefits cost divided by base salary for an individual employee
- ☒ **C** An employee's actual salary divided by the midpoint of the salary range for their job grade
- ☐ **D** The employer's payroll cost as a percentage of total revenue

ANSWER C

WHY Compa-ratio (comparison ratio) is calculated by dividing an employee's actual salary by the midpoint (or sometimes the average) of the pay range assigned to their job. A compa-ratio of 1.00 indicates the employee is paid exactly at the midpoint of the range.

QUESTION 5

SINGLE CHOICE

Which HR activity is best described as a transactional/operational function rather than a strategic function?

- ☐ A Developing a multi-year workforce planning strategy aligned with organizational goals
- ☒ B Processing payroll deductions and maintaining personnel records
- ☐ C Partnering with business units to design a leadership development program
- ☐ D Leading the design of the organization's total rewards philosophy

ANSWER B

WHY Transactional/operational HR activities include routine, day-to-day administrative work such as payroll processing, benefits enrollment, recordkeeping, and time and attendance administration. Strategic HR functions are future-focused and tied to organizational goals, such as workforce planning, leadership development, and total rewards strategy design.

QUESTION 6

SINGLE CHOICE

Following the needs assessment, what is the next step in a systematic training process?

- ☐ A Evaluation of the training program
- ☒ B Design and delivery of the training program
- ☐ C Selection of the training method
- ☐ D Identification of learning objectives

ANSWER B

WHY The widely accepted ADDIE-inspired training process proceeds from needs assessment to designing and delivering the training program. Learning objectives and method selection are actually part of the design step, while evaluation comes after delivery.

QUESTION 7

SINGLE CHOICE

Which of the following BEST describes "job evaluation"?

- ☐ A The process of determining an employee's individual pay raise based on merit
- ☒ B A systematic process used to determine the relative worth of jobs within an organization
- ☐ C The negotiation of employee benefits packages
- ☐ D A method for forecasting future labor market trends

ANSWER B

WHY Job evaluation is the systematic process used to determine the relative internal worth of different jobs within an organization in order to establish a fair and equitable pay structure. It is not the same as individual merit pay, benefits negotiation, or labor market forecasting.

QUESTION 8

MULTIPLE CHOICE

Which of the following are key elements of Expectancy Theory (Vroom) as applied to employee motivation? (Choose two.)

- ☒ A Expectancy - belief that effort will lead to performance
- ☐ B Maslow - hierarchy of human needs
- ☒ C Instrumentality - belief that performance will lead to a reward
- ☐ D Hygiene - factors that prevent dissatisfaction
- ☐ E Equity - comparison of one's input-output ratio to that of others

ANSWER A - C

WHY Vroom's Expectancy Theory is built on three components: expectancy (effort leads to performance), instrumentality (performance leads to a reward), and valence (the reward's value to the individual). Maslow describes the Needs Hierarchy Theory, Herzberg describes Hygiene-Motivator factors, and Adams describes Equity Theory - these are separate motivational models.

QUESTION 9

SINGLE CHOICE

Which of the following statements most accurately describes reinforcement theory as applied in human resource management?

- ☐ A Employees are primarily motivated by satisfying higher-order needs before lower-order needs
- ☒ B Behavior that is rewarded is more likely to be repeated, while behavior that is punished or ignored tends to diminish
- ☐ C Motivation is determined primarily by an individual's beliefs about effort, performance, and outcomes
- ☐ D Job satisfaction is largely a function of how fairly employees believe they are treated compared to others

ANSWER B

WHY Reinforcement theory, associated with B.F. Skinner, holds that behavior that is positively reinforced (rewarded) is more likely to be repeated, while behavior that is punished or not reinforced tends to decrease. The other options describe Maslow's hierarchy, expectancy theory, and equity theory, respectively.

QUESTION 10

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 11

SINGLE CHOICE

The Family and Medical Leave Act (FMLA) primarily requires covered employers to provide eligible employees with:

- ☒ **A** Up to 12 weeks of unpaid, job-protected leave for qualifying family or medical reasons
- ☐ **B** Six months of fully paid maternity leave for all female employees
- ☐ **C** Unlimited paid leave for any personal reason at the employee's discretion
- ☐ **D** Up to 4 weeks of vacation leave accrued at one day per month of service

ANSWER A

WHY The FMLA requires covered employers (those with 50 or more employees within a 75-mile radius) to provide eligible employees up to 12 workweeks of unpaid, job-protected leave during any 12-month period for qualifying reasons such as the birth or adoption of a child, serious health conditions of the employee or immediate family, or certain military family leave events. The other options misrepresent the law's provisions regarding pay, duration, eligibility, or qualifying reasons.

QUESTION 12

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 13

SINGLE CHOICE

Strategic Human Resource Management (SHRM) is best described as the process of:

- ☒ **A** Aligning human resource policies and practices with the organization's overall business strategy
- ☐ **B** Ensuring compliance with all federal and state employment regulations
- ☐ **C** Administering payroll and employee benefits transactions
- ☐ **D** Filing workers' compensation claims and managing leave requests

ANSWER A

WHY Strategic Human Resource Management (SHRM) involves integrating HR practices with the organization's strategic objectives so that workforce capabilities support competitive advantage. Compliance, payroll administration, and leave/workers' compensation processing are operational HR activities, not the defining feature of SHRM.

QUESTION 14

SINGLE CHOICE

Under the Fair Labor Standards Act (FLSA), a worker who is properly classified as 'exempt' from overtime must be paid on a salary basis and must also:

- ☐ **A** Earn at least the minimum wage set by their state
- ☒ **B** Perform duties that fall within specified categories such as executive, administrative, or professional
- ☐ **C** Work no more than 40 hours in any workweek
- ☐ **D** Be covered by a collective bargaining agreement

ANSWER B

WHY To be exempt from the FLSA's minimum-wage and overtime requirements, an employee generally must (1) be paid on a salary basis (at least the standard salary level) and (2) perform exempt job duties that fall within defined categories - typically executive, administrative, professional, computer, or outside sales duties - and meet the related duties tests. State minimum-wage rules (A) still apply to non-exempt workers; salaried exempt workers can work any number of hours (C); and union coverage (D) is not a basis for exemption.

QUESTION 15

SINGLE CHOICE

Which evaluation level in Donald Kirkpatrick's four-level training evaluation model specifically measures the extent to which learning from training has been applied back on the job?

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

ANSWER C

WHY Kirkpatrick's model levels are: Level 1 - Reaction (trainees' perceptions of the training), Level 2 - Learning (acquisition of knowledge, skills, or attitudes measured by tests or demonstrations), Level 3 - Behavior (the degree to which trainees apply what they learned when back on the job, typically measured through observation and supervisor/peer reports), and Level 4 - Results (the impact on organizational outcomes such as productivity, quality, or turnover). Behavior is the level that specifically addresses on-the-job application of learning.