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**QUESTION 1**

There are seven stages of internal consulting that a HR Professional must be familiar with. Which one of the following is not one of the seven stages of internal consulting?

- A. Exploring the situation
- B. Implementing
- C. Developing recommendations
- D. Executing the project plan

Correct Answer: D

Executing the project plan is not one of the seven stages of internal consulting. Executing is part of the project management lifecycle, but it is not one of the seven stages. Answer option A is incorrect. Exploring the situation is one of the seven stages of internal consulting. Answer option B is incorrect. Implementing is the sixth stage of internal consulting. Answer option C is incorrect. Developing recommendations is one of the seven stages of internal consulting.

QUESTION 2

As a HR Professional you must be familiar with several different lawsuits and their affect on human resource practices today. What did the Regents of the University of California versus Bakke lawsuit primarily accomplish?

- A. Universities could not use race as the reason to exclude an applicant to a college admissions program, but the university could use race as one of the reasons to include a person as an applicant to a college admissions program.
- B. Universities could not hire a person based solely on their race.
- C. Universities could not use race as a reason to not hire a person, but could use race as a reason to hire a person.
- D. Universities could not use race as a reason to include or to exclude a person from a college admissions program.

Correct Answer: A

The Regents of the University of California versus Bakke lawsuit, barred race as the sole criteria for excluding an applicant from consideration to an admissions program, but did allow race to be one of the factors for admission to the program. Answer options B, C, and D are incorrect. These are not valid definitions of University of California versus Bakke lawsuit.

QUESTION 3

COBRA, the Consolidated Omnibus Budget Reconciliation Act, requires some organizations to offer continuation of group health care coverage to employees and family members based on certain qualifying events. How many employees must exist within an organization for COBRA requirements to be enforced?

- A. 20
- B. 100



C. 50

D. 10

Correct Answer: A

Consolidated Omnibus Budget Reconciliation Act (COBRA) requires all organizations with 20 or more employees to participate. Answer options D, C, and B are incorrect. Organizations with less than 20 employees are not required to participate in COBRA. The value for participation is 20 employees or more.

QUESTION 4

Which of the following are the benefits of gainsharing programs? Each correct answer represents a complete solution. Choose three.

- A. Aligns employees to organization goals
- B. Employees are paid on the basis of group performance rather than individual performance
- C. Enhances employees focus and awareness
- D. Helps organization to achieve improvement in key performance measures

Correct Answer: ACD

Following are the benefits of gainsharing programs:

- 1.Aligns employees to organization goals
- 2.Helps organization to achieve improvement in key performance measures
- 3.Enhances employees focus and awareness

Answer option B is incorrect. This is a disadvantage of gainsharing programs.

QUESTION 5

What is the compa-ratio for an employee that earns \$75,000 per year, but the midpoint for the role is \$85,000 per year?

- A. \$10,000 difference
- B. 1:88
- C. 113 percent
- D. 88 percent

Correct Answer: D

The compa-ratio helps organizations determine how closely an employee's pay is in synch with market. You must also consider the length of employment, service, skills, and other factors in the decision for compensation. The ratio is found by

dividing the employee's salary (\$75,000) by the midpoint for the role (\$85,000) for the ratio of 88 percent. Answer



option C is incorrect. 113 percent is the inverted formula by dividing \$80,000 by \$75,000. Answer option A is incorrect. \$10,000

is the difference of the two values, but this isn't the compa- ratio.

Answer option B is incorrect. This isn't a valid figure for the question.

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