

# MOS 1021 Exam 01

## Sample Questions

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1. In lecture we discussed how the London Transit Commission (LTC) has altered their uniform policies and dress codes over time as part of their effort to make the LTC a more inclusive organization. As we saw, this is because traditionally, stricter dress codes and uniform policies resulted in \_\_\_\_\_ and there is a lot of precedent for them being altered or adjusted to accommodate individuals in the workplace.
  - a. intentional discrimination
  - b. unintentional discrimination
  - c. undue hardship
  - d. Both (a) and (c)
  - e. Both (b) and (c)
2. Which of the following best describes the typical order of functions in human resources?
  - a. job analysis → recruitment → selection → performance management
  - b. job analysis → workforce planning → selection → training and development
  - c. workforce planning → selection → training and development → performance management
  - d. recruitment → workforce planning → selection → training and development
  - e. job analysis → workforce planning → recruitment → selection → training and development
3. The two products of job analysis are:
  - a. core competencies and functional competencies
  - b. job descriptions and job specifications
  - c. job descriptions and job evaluations
  - d. job specifications and core competencies
  - e. job specifications and KSACs
4. After completing a survey study, a researcher observes that there is a positive correlation of 0.67 between job motivation and job performance. From this, they could reasonably conclude that:
  - a. as job motivation decreases, job performance decreases
  - b. as job motivation increases, job performance decreases
  - c. changes in job motivation cause an increase in job performance
  - d. changes in job performance cause an increase in job motivation
  - e. the correlation between job motivation and job performance is spurious
5. An advantage of using incumbents to collect information about a job is that they are:
  - a. good at making comparisons across jobs.
  - b. experienced and familiar with the job
  - c. a neutral source of job information.
  - d. good at understanding new jobs and jobs that do not currently exist
  - e. motivated to provide accurate assessments of their job
6. Which of the following standardized questionnaires used in job analysis is most likely to assess the degree to which an employee who holds a given job will manipulate office supplies, such as a pencil or a stapler?
  - a. Common Metric Questionnaire (CMQ)
  - b. Functional Job Analysis (FJA)
  - c. Position Analysis Questionnaire (PAQ)
  - d. Fleishman-Job Analysis Survey (F-JAS)
  - e. Work Profiling System (WPS)

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**United States. Department of the  
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