

# ANSWERS ARE HERE !!!

## HRM 531 Final EXAM

- 1) Distrust, disrespect, and animosity pertain to which component of indirect costs associated with mismanaged organizational stress?
- A. Quality of work relations
  - B. Participation and membership
  - C. Performance on the job
  - D. Communication breakdowns
- 2) Inventory shrinkages and accidents pertain to which component of direct costs associated with mismanaged organizational stress?
- A. Employee conflict
  - B. Performance on the job
  - C. Loss of vitality
  - D. Communication breakdowns
- 3) Thousands of equal-pay lawsuits have been filed, predominantly by \_\_\_\_\_ since the Equal Pay Act of 1963 was passed
- A. women
  - B. African Americans
  - C. the elderly
  - D. Americans with disabilities
- 4) What term refers to those actions appropriate to overcome the effects of past or present policies, practices, or other barriers to equal employment opportunity?
- A. Reparation
  - B. Emancipation
  - C. Desegregation
  - D. Affirmative action
- 5) In the employment context, \_\_\_\_\_ can be viewed broadly as giving an unfair advantage or disadvantage to the members of a particular group in comparison with the members of other groups
- A. ethnocentrism
  - B. discrimination
  - C. seniority system
  - D. race norming
- 6) Thousands of equal-pay suits have been filed, predominantly by \_\_\_\_\_ since the Equal Pay Act of 1963 was passed
- A. women
  - B. African Americans
  - C. the elderly
  - D. Americans with disabilities
- 7) Which of the following observations is correct?
- A. Diversity is problem focused, and affirmative action is opportunity focused
  - B. Diversity is government initiated, and affirmative action is voluntary
  - C. Diversity is proactive, and affirmative action is reactive
  - D. Diversity is quantitative, and affirmative action is qualitative
- 8) Which of the following would you associate with managing diversity?
- A. Government initiated

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**Arshad Iqbal**



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