

## **AM I READY TO CHALLENGE BUS-412? (Human Resource Management - HRM)**

This document is intended for student self-assessment purposes only. Please review it carefully to help you determine if you believe you are ready for the Challenge Exam for the course indicated above. Your self-assessment is not a guarantee that you will pass the Challenge Exam. Faculty with expertise in the subject matter/course outcomes evaluate whether your exam provides sufficient evidence that you have demonstrated appropriate college-level mastery of the course content. Enrolling in the course may be your best option.

### **COURSE OBJECTIVES**

This exam will test your knowledge and skills for the following course objectives:

- Understanding appropriate human resource management terminology.
- Understanding the relationship between HR decisions and their impact on other organizational aspects.
- Applying theoretical knowledge to practical HR-related situations.
- Understanding the impact of societal factors and government regulations on current HRM practices.
- Utilizing principles and concepts to determine correct answers to true/false and multiple choice questions.

### **CHALLENGE EXAM DESCRIPTION**

You will be asked to demonstrate your knowledge and skill related to the Challenge Course through these types of questions:

- True/false questions
- Multiple-choice questions

### **EXAMPLE EXAM ITEMS**

Traditionally, the HRM department was primarily a(n)

- [1] proactive agency.
- [2] finance expert.
- [3] employer advocate.
- [4] administrative expert.
- [5] payroll expert.

The training and development function of an HR department includes

- [1] job analysis.
- [2] orientation.
- [3] performance measures.
- [4] attitude surveys.
- [5] policy creation.

According to the Civil Rights Act of 1991, once the plaintiff has made a prima facie disparate impact case, the

- [1] defendant is punished for engaging in discrimination.
- [2] plaintiff is asked to present witnesses for its case.
- [3] defendant is asked to pay punitive damages.
- [4] burden of proof shifts to the defendant.
- [5] defendant is freed from conviction for discrimination.

A hotel in Florida has instituted a policy to hire individuals living in close proximity to the hotel premises to reduce instances of employees coming in late. As the area surrounding the hotel is predominantly populated with individuals of Hispanic origin, the Caucasian and African-American communities became underrepresented in the hotel's workforce. This is an example of

- [1] reverse discrimination.
- [2] disparate impact.
- [3] disparate treatment.
- [4] reasonable accommodation.
- [5] sexual harassment.

**DETERMINATION OF CHALLENGE EXAM OUTCOME:**

You will need to earn the following to be awarded credit through Challenge Exam for this course:

- A minimum of 72% correct. Each question is worth one (1) point.

You will have up to four (4) hours to complete the Challenge Exam. No notes, textbooks, or other informational sources are to be utilized while taking the exam.

Item	Does Not Meet end of course learning	Meets or Exceeds end of course learning
200-question true/false and multiple choice exam	< 72%	=> 72%