

STUDY TEST

1. According to the Equal Pay Act, employers must:
 - a. Reduce the pay of employees to equalize pay between the sexes
 - b. Pay the rates set by union contracts even if there are inequities
 - c. Pay women and men the same pay for the same work
 - d. Pay similarly for jobs requiring comparable skills and knowledge
2. Which of the following is an example of disparate treatment?
 - a. Members of a protected group are subject to stricter attendance rules
 - b. Height restrictions are set for all security guards
 - c. A neutral staffing practice results in discrimination against protected groups
 - d. All employees are required to take an intelligence test
3. Vroom's expectancy theory states that:
 - a. Employees dislike rigid controls and want to accomplish something
 - b. Employees' effort is related to the likelihood of perceived success
 - c. Employees work to meet their physical and social needs
 - d. Employees are likely to quit their jobs if treated unfairly
4. Which of the following could be an exception to the employment-at-will concept?
 - a. An employee is fired for engaging in misconduct
 - b. An employer terminates an employee who does not have an employment contract
 - c. An employee is terminated for filing for worker's compensation benefits
 - d. An employer and employee agree to sever the employment relationship
5. The ADA applies to:
 - a. All employers, regardless of the size of the company
 - b. Employers with 25 or more employees
 - c. Employers with 15 or more employees
 - d. Employers who contract with the federal government
6. In voluntary arbitration, both parties must:
 - a. Accept the decision of the arbitrator as binding
 - b. Agree to consider the judgment of the arbitrator
 - c. Agree to a time frame for settlement of the dispute
 - d. Waive their rights to appeal the award.

7. Which of the following procedurally assists employers in complying with federal regulations against discrimination?
- a. Executive Order 11246
 - b. Uniform Guidelines in Employee Selection Procedures
 - c. Congressional Accountability Act
 - d. Title VII, Civil Rights Act

ANSWERS

1. c

The Equal Pay Act attempts to prohibit wage discrimination by requiring equal pay for equal work. Equal work should not be confused with the concept of comparable worth, which is based on similar pay for comparable jobs.

2. a

3. b

4. c

5. c

6. a

7. d