

CHAPTER 2

Selection

1. Discrimination is possible in the selection process.

Answer: TRUE

2. An employer can be guilty of negligent hiring.

Answer: TRUE

3. Nepotism is not permissible.

Answer: FALSE

4. Promotions from within the company can not be considered discriminatory.

Answer: FALSE

5. Firms who recruit exclusively at predominantly white male schools may be practicing discrimination.

Answer: TRUE

6. An employer can specify “recent college graduate” only in an employment ad.

Answer: FALSE

7. An employment agency may use the language “recent college graduates” in an employment ad around the time of graduation.

Answer: TRUE

7. Discrimination is not permissible based on education and communication skills.

Answer: FALSE

9. An employer has no right to investigate an employee’s background for past criminal records.

Answer: FALSE

10. Investigating past criminal records may be done upon a showing of a justifiable business necessity.

Answer: TRUE

11. In *Stabolsky*, if victim was not murdered, but rather injured in a car accident, employer would be liable.

Answer: TRUE

12. The term selection procedure encompasses

- a) aptitude testing
- b) physical evaluation
- c) education

- d) b&c
- e) all

Answer: E

13. An employer can specify “recent college graduates” in employment ads

- a) at any time
- b) at graduation
- c) never
- d) it is unclear

Answer: C

14. Giant Department Store is hiring a security guard. Giant wishes to investigate applicants’ criminal records. Which of the following convictions may they look into?

- a) robbery
- b) larceny
- c) rape
- d) a&b
- e) all

Answer: E

15. An applicant for a day care center may be questioned about

- a) marital status
- b) number of children
- c) ability to get along with others
- d) all
- e) none

Answer: C

16. Legitimate reasons why some groups are promoted less are

- a) travel requirements
- b) longer hours
- c) family commitments
- d) a&b
- e) all

Answer: D

17. Jim Williams is the owner of a Red Hot pizza franchise. He hires Paul Stanton to deliver pizzas. Stanton does not have a criminal record. If Stanton robs a woman to whom he is delivering a pizza,

- a) Red Hot is liable
- b) Franchisee Williams is liable
- c) Both are liable
- d) Neither is liable

Answer: B

18. The following acceptable class advertisements may be used by employment agencies
- a) “returning vets” after a war
 - b) “laid-off auto workers”
 - c) “recent college graduates” at graduation time
 - d) none
 - e) all

Answer: E

19. In *Michael J. Stalbosky v. Belew and Three Rivers Trucking Company*, Case Problem #5 Chapter 2 ,
- a) employer was liable for the employee’s actions
 - b) employee’s actions were outside the scope of employment
 - c) victim was not a customer of the employer
 - d) employer was liable for hiring a worker with a criminal past
 - e) b& c

20. In Human Resource Dilemma # 2 on page 58,
- a) employer was liable for age discrimination
 - b) employer was not liable for disability discrimination because the ability to hear is essential to the job
 - c) both
 - d) neither

21. _____ is the hiring of family members.

Answer: Nepotism

22. If an employee is hired and causes injury to another, the employer may be guilty of _____.

Answer: Negligent Hiring

23. _____ was enacted in 1978 to provide council in the selection process to avoid infringement of Title VII.

Answer: Uniform Guidelines on Employee Selection Procedures

24. Advertisements for “recent college graduates” are generally found to be in violation of _____ Act.

Answer: Age Discrimination in Employment