

HR Connect Quiz 6

1. Mary Jones is very interested in using personality testing in the selection process for Longlife Insurance Inc., but she is concerned that myths can build up around various types of testing. Which of the following statements should Mary know are NOT accurate about personality tests?
 - a) **Like cognitive ability tests, personality tests have a large difference between racial.**
2. Past surveys of employers indicate that _____ and _____ are most popular for the selection of white-collar professional workers.
 - a) **Letters of reference; weighted application blanks**
3. Which of the following types of questions would fit with a behavioural description interview format?
 - a) **Questions are limited to actual behaviours.**
4. Mary Jones advises Rob, the co-op student, to take note of the many advantages of interviews in the selection process. Which of the following statements does NOT describe an advantage of interviews?
 - a) **Interviewers constantly present high reliability and validity.**
5. Which of the following does NOT reflect the more critical dimensions of an organization's strategy that are affected by the selection function?
 - a) **Selection strategy of a firm shapes labour market realities.**
6. Which of the following is NOT a stage in a typical employment interview?
 - a) **Interviewee preparation**
7. Mary Jones has been advised by her mentor at Steinberg Inc. to consider using Assessment Centers for selection purposes. Which of the following is NOT true about Assessment Centers?
 - a) **The one thing assessment centers are unable able to predict is a candidate's future job behaviour.**
8. A biographical information blank (BIB):
 - a) **Is a questionnaire that applicants complete**
9. One purpose of "courtesy" interviews in the selection process is:
 - a) **To screen out obvious "misfits"**
10. Construct validity has which of the following characteristics?
 - a) **It is established by showing that the test measures the construct and only the construct under consideration.**
11. All of the following statements characterize the selection process, EXCEPT:
 - a) **The selection process begins when recruits apply for employment and ends with the first day on the job of the new employee.**
12. Mary Jones cautions Longlife's co-op student Rob Rollins that the reliability of an employment test may become low for a variety of reasons. Which of the following is NOT an accurate reason Mary might provide to Rob for why this could happen?
 - a) **There could be changes in the examination especially if a long test is being used.**