

***Interviewing in a Changing World - Situations and
Contexts 2nd edition Amsbary Test Bank***

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1 What's wrong with the following employment interview question? "You're an American Citizen aren't you?"

- (A) It's illegal
- (B) It's loaded
- (C) It's leading
- (D) It's irrelevant

Answer: (C) It's leading

2 Using interviewing in the hiring process is:

- (A) The most popular way employers pick their final candidate
- (B) The most reliable way employers pick their final candidate
- (C) The most valid way employers pick their final candidate
- (D) Not being used much anymore

Answer: (A) The most popular way employers pick their final candidate

3 The two major purposes of a job interview are to determine:

- (A) The most capable and willing candidate
- (B) The candidate who fits in and is willing
- (C) The candidate who fits in and is most capable
- (D) The candidate who is most capable and least expensive

Answer: (B) The candidate who fits in and is willing

4 Employment recruiters generally use this type of employment interview:

- (A) Follow-up
- (B) Final
- (C) Persuasive
- (D) Screening

Answer: (D) Screening

5 In preparing to hire someone the first thing the interviewer should do is:

- (A) Assess the organizations needs
- (B) Advertise the position
- (C) Review their legal obligations
- (D) Spread word of mouth

Answer: (A) Assess the organizations needs

6 A ""knock-out"" question:

- (A) Is used in final negotiations
- (B) Is used to in online applications
- (C) Is used in preliminary/screening interviews
- (D) None of these

Answer: (C) Is used in preliminary/screening interviews

7 Most employment questions should focus on:

- (A) Behaviors and experience
- (B) Feelings and relationships
- (C) Attitudes and relationships
- (D) Behaviors and relationships

Answer: (A) Behaviors and experience

8 A question that requires the applicant to think on their feet and may seem bizarre is a/an:

- (A) Illegal question
- (B) Puzzle-based question
- (C) Question that will create good will, especially with more experienced applicants
- (D) Probe

Answer: (B) Puzzle-based question

9 Regarding questions about protected information like race or religious affiliations, employers may not use them except:

- (A) If they relate to a bona fide occupational qualification
- (B) If they are asked as a hypothetical
- (C) If you allow the person to decline to answer
- (D) There are no exceptions

Answer: (A) If they relate to a bona fide occupational qualification