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

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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