Management 515

Quiz 4

**PLEASE SUBMIT ALL ASSIGNMENTS IN MICROSOFT WORD**

This quiz is worth 50 points (5% of your final grade). Be certain to review the briefing on APA Format prior to attempting this quiz.

When I grade this quiz, I use the following scoring rubric for each question:

* **80%** for answer accuracy and completeness
* **10%** for citation (format, completeness, appropriateness)
* **10%** for grammar, spelling, punctuation, language use (you will not be penalized for English versus  
   American, but translation software can cause significant problems for you here if you use that)

Remember that the materials presented in this course are sufficient to craft quality responses to these questions. If you chose to use external references, e.g., the Internet, remember that these responses will receive greater scrutiny and ***any hint of plagiarism will result in a grade of zero***.

1. (Five points). List five protected classes that are defined in U.S. law:

a. Age.

The 1967 Age Discrimination in Employment Act prohibits discrimination against workers over the age of 40 restricts mandatory retirement.

b. Pregnancy.

The 1978 Pregnancy Discrimination Act prohibits employment discrimination against women on the basis of pregnancy, childbirth, and related medical decisions.

c. Race.

The 1964 Title VII of the Civil Rights Act ­­­­prohibits employment discrimination on the basis of race, religion, sex, color or national origin; covers a wide range of employment decisions, including hiring, firing, pay, promotion, and working conditions.

d. National origin.

The 1964 Title VII of the Civil Rights Act above.

e. Color.

The 1964 Title VII of the Civil Rights Act above.

Citation:

Allen, S. (2017). Human Resource Management with note pages 0816 [PowerPoint Slides]. Retrieved from <http://elearning.uona.edu/course/view.php?id=676>

2. (Five points). Explain the ***goal*** of the Equal Pay Act of 1963.

Response:

The goal is trying to reduce or eliminate the salary gap between men and women (based on gender).

Citation:

Class lecture (2017, Aug 13th, week 7), Human Resource Management with note pages 0816

3. (Five points). Why would a firm act philanthropically or charitably?

Response:

Citation:

4. (Five points). What is the basis for ethical conduct and what do you feel is the most important one?

Response:

Citation:

5. (Ten points). Jane and Joseph both work for Thompson Distribution, Inc. Joseph is Jane’s supervisor and they are in a romantic relationship with each other. Joseph has the authority to pick one of four people who applied for the role of team leader, which comes with a raise in pay. Joseph truly believes that Jane is the best-qualified candidate, so he selects Jane.

--Were Joseph’s actions to pick Jane ethical?

--What is the ethical standard that guides you?

--What else should Joseph have done?

Response:

Citation:

6. (Ten points) Edward is the Chief Financial Officer for a government organization who needs to fill the role of his Comptroller. While reviewing the vacancy announcement for the job, he is trying to determine if he is going to use internal recruiting or external recruiting to fill this critical role. What factors does he need to be aware of in determining if he is going to hire from outside the organization?

Response:

Citation:

7. (Ten points) Do you believe the following practices are ethical? ***Defend*** your position.

a. A potential employer reviewing your social media history before making a decision to hire you.

b. A business policy that prohibits you as an employee for discussing your salary or wage with a co-worker.

c. An employer denying you a job offer solely because you were convicted of a crime. (Note, in the District of Columbia, employers may not conduct a criminal background search before making a job offer. In the fifty states, such a practice is legal. This question is about the ethics of such a search).