

The HR I.Q. Test: October '12

1. The I-9 form expired on Aug. 31. What do the feds say you should do now to verify new hires' immigration status?

- a. Keep using the expired form until a new one is published
- b. Stop completing I-9s until a new form is published
- c. Design your own form with the new I-9 Creator app

2. What are the top two reasons, in order, people leave their jobs?

- a. Low pay, lack of respect from manager
- b. Poor benefits, low pay
- c. Limited career opportunities, lack of respect from manager

3. The top three biggest problems, in order, facing small business owners, according to a new major survey:

- a. Health insurance costs, economic uncertainty, energy costs
- b. Economic uncertainty, taxes, health insurance costs
- c. Taxes, health insurance costs, energy costs

4. Which political party's platform argues that "the right to organize and collective bargaining is a fundamental value"?

- a. Republican
- b. Democrat
- c. Tea

5. What percentage of workers age 50 and above plan on remaining in their current jobs until retirement?

- a. 46%
- b. 77%
- c. 85%

6. The federal Age Discrimination in Employment Act (ADEA) makes it unlawful to discriminate

against employees or applicants who are ____ or older.

- a. 45
- b. 50
- c. 40

Sources: 1. USCIS.gov; 2. Manpower survey; 3. National Federation of Independent Business annual survey; 4. Democratic party platform; 5. AARP/SHRM survey; 6. EEOC.gov.

Answers: 1. a 2. c 3. a 4. b 5. b 6. c