

# The HR I.Q. Test: June '18

**1. What kind of rest breaks does federal law require?**

- a. At least two 15-minute breaks every eight hours
- b. One 30-minute break every eight hours
- c. Federal law doesn't mandate rest breaks, but some state laws do

**2. A new survey of law firms says the #MeToo sexual harassment movement has led to:**

- a. A spike in sexual harassment lawsuits against employers
- b. An increase in anti-harassment training by employers
- c. Both

**3. What percentage of Americans surveyed said that they've give up the right to vote in exchange for a 10% raise at work?**

- a. 22%
- b. 56%
- c. 35%

**4. A decade ago, 31% of global employers reported talent shortages. What is the percentage today?**

- a. 26%
- b. 33%
- c. 40%

**5. What are the top two reasons (in order) employees claim for being late to work:**

- a. Traffic, overslept
- b. Forgot something, traffic
- c. Traffic, bad weather

**6. COBRA requires continuing group health benefits to employees. The federal law applies to employers with:**

- a. 10 employees
  - b. 20 employees
  - c. 50 employees
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*Sources:* 1. [www.dol.gov/whd/state/rest.htm](http://www.dol.gov/whd/state/rest.htm) 2. Bloomberg Law report 3. LendEDU survey 4. ManpowerGroup study 5. CareerBuilder 6. U.S. Department of Labor

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