



C*ertified* **S***afety* **H***health* **M***anager*

SAMPLE EXAM QUESTIONS & ANSWERS

- Area I General Business Management
- Area II Management Methods
- Area III Safety, Health and Environmental Applications
- Area IV Risk Management Control

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CSHM Certified Safety Health Manager Sample Exam Questions & Answers

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C S H M

Certified Safety Health
Manager Exam
STUDY GUIDE

Area I General Business
Management
Questions and Answer Key

Subject Area I. Topic A. Finance

Practice Questions - Bank 1

1. A \$10,000 investment is worth \$18,000 after three years. What is the average annual percent interest rate earned on this investment? (Hint: $I=PxRxT$)
 - a. 18.3%
 - b. 21.5%
 - c. 26.6%
 - d. 32.2%
2. These insurance companies are owned by the life insurance policyholders:
 - a. captive
 - b. stock
 - c. mutual
 - d. paternal
3. Throughout history, the guiding principle of business economics in western countries has been:
 - a. minimizing costs
 - b. avoiding losses
 - c. maintaining a safe workplace
 - d. maximizing profits
4. A company may use this method to estimate future costs per unit of time:
 - a. predictive analysis
 - b. pareto diagrams or charts
 - c. history of losses or safety costs
 - d. cost-benefit analysis
5. These costs change with the volume of products sold or manufactured:
 - a. fixed costs
 - b. variable costs
 - c. sunk costs
 - d. total costs
6. These costs do not vary with volume even if no sales are made:
 - a. fixed costs
 - b. variable costs
 - c. sunk costs
 - d. total costs
7. Variable costs, when added to fixed costs, result in:
 - a. fixed costs
 - b. variable costs
 - c. sunk costs
 - d. total costs
8. This occurs when fixed costs are recovered from the sale of goods, but no profit is made:
 - a. upper control limit
 - b. money value point
 - c. break even point
 - d. drop dead point
9. Increases in the cost of doing business (CODB) due to a higher number of injuries, lower morale and productivity are examples of:
 - a. system consequences
 - b. natural consequences
 - c. expected consequences
 - d. unexpected consequences
10. Options give the decision-maker greater _____ by allowing him or her to choose from a number of solutions rather than being stuck with a go/no-go decision.
 - a. leadership
 - b. ability
 - c. authority
 - d. control

Practice Questions - Bank 2

1. The area of financial management that supervises the acquisition and disposition of a firm's resources is called: (Finkler, 3)

- a. cost accounting
- b. accounting
- c. finance
- d. acquisitions

2. The formalized system designed to record the financial history of a firm is called: (Finkler, 3)

- a. financial accounting
- b. financial management
- c. historical finance
- d. historical accounting

3. This person provides financial information that might be used for making improved decisions regarding the future: (Finkler, 3)

- a. accounting manager
- b. financial manager
- c. financial accountant
- d. managerial accountant

4. This person performs the financial analysis using information provided by the managerial accountant: (Finkler, 4)

- a. accountant
- b. financial manager
- c. finance officer
- d. safety manager

5. Financial management is concerned with maximizing a firm's profits, or the bottom line. All of the following are measures of the bottom line, except: (Finkler, 4)

- a. return on investment (ROI)
- b. return on equity (ROE)
- c. return on assets (ROA)
- d. return on costs (ROC)

6. Which of the following refer to the two over-riding goals of financial management? (Finkler, 4)

- a. profitability and viability
- b. profitability and market share
- c. market share and viability
- d. market share and assets

7. In reference to profitability, the greater the _____ we incur, the greater the _____ we demand: (Finkler, 4)

- a. profit, risk
- b. risk, profit
- c. viability, market share
- d. cost, profit

8. The measure of the amount of resources a firm has that are cash or are convertible to cash in the near-term, is called: (Finkler, 5)

- a. viability
- b. profit
- c. liquidity
- d. solvency

9. The measure of the amount of resources a firm has that are cash or are convertible to cash in the long-term, is called: (Finkler, 5)

- a. viability
- b. profit
- c. liquidity
- d. solvency

10. A firm's assets may be: (Finkler, 13)

- a. profitable or viable
- b. tangible or intangible
- c. long-term or short-term
- d. liquid or solvent

Practice Questions - Bank 3

1. These assets have physical form and substance and are generally valued and shown on financial statements: (Finkler, 13)

- a. profit
- b. intangible
- c. long-term
- d. tangible

2. These assets consist of such items as good credit standing, skilled employees, and patents: (Finkler, 13)

- a. profit
- b. intangible
- c. long-term
- d. tangible

3. Which term below describes the obligations a firm has to outside creditors? (Finkler, 13)

- a. profits
- b. equity
- c. liabilities
- d. tangibles

4. All of the following are common liabilities, except: (Finkler, 13)

- a. money owed to equity
- b. money owed to suppliers
- c. money owed to employees
- d. money owed to the government

5. The value of the firm to its owners is called: (Finkler, 13)

- a. asset
- b. liability
- c. equity
- d. profit

6. The bottom line for safety, as with any other activity within an organization is: (Various Sources)

- a. effectiveness
- b. efficiency
- c. productivity
- d. cost

7. This is called the fundamental equation of accounting: (Finkler, 14)

- a. assets = equity plus stockholders' liabilities
- b. assets = liabilities plus stockholders' equity
- c. assets = profit minus liabilities plus equity
- d. assets = profit plus stockholders' liabilities

8. This can be a person, department, project, division, or firm: (Finkler, 11)

- a. entity
- b. liability
- c. organization
- d. profit-center

9. The statement of a firm's financial position is commonly referred to as the: (Finkler, 16)

- a. entity equity statement
- b. break-even point
- c. balance sheet
- d. income statement

10. These two reports are the traditional financial statements that have been required in annual reports for many years: (Finkler, 19)

- a. income statement
- b. profit-loss statement
- c. balance sheet
- d. a and c above

Practice Questions - Bank 4

1. A set of rules used as a basis for financial reporting is called: (Finkler, 31)
 - a. Accepted Rules for Accountancy (ARA)
 - b. Generally Accepted Accounting Principles (GAAP)
 - c. Rules for Financial Accounting (RFA)
 - d. Accepted Principles of Financial Accounting (APFA)
2. All of the following are key components of Generally Accepted Accounting Principles, EXCEPT: (Finkler, 31)
 - a. conservation
 - b. matching
 - c. eliminating
 - d. going concern
3. All of the following are key components of Generally Accepted Accounting Principles, EXCEPT: (Finkler, 31)
 - a. liberalism
 - b. matching
 - c. materiality
 - d. going concern
4. All of the following are key components of Generally Accepted Accounting Principles, EXCEPT: (Finkler, 31)
 - a. consistency
 - b. separating
 - c. materiality
 - d. objective evidence
5. All of the following are key components of Generally Accepted Accounting Principles, EXCEPT: (Finkler, 31)
 - a. consistency
 - b. full disclosure
 - c. cost
 - d. subjectiveness
6. This GAAP principle states that financial statements are prepared based upon the assumption that a firm will remain in business for the foreseeable future: (Finkler, 25-26)
 - a. consistency
 - b. full disclosure
 - c. going concern
 - d. objective evidence
7. This GAAP principle states that when reporting the financial position of the firm, sufficient consideration should be given to the various risks the firm faces: (Finkler, 25-26)
 - a. conservatism
 - b. full disclosure
 - c. going concern
 - d. objective evidence
8. This GAAP principle states that expenses should be recorded in the same accounting period as the revenues that they were responsible for generating: (Finkler, 25-26)
 - a. conservatism
 - b. full disclosure
 - c. going concern
 - d. matching
9. This GAAP term is used to describe the value of what was given up to acquire an item: (Finkler, 25-26)
 - a. conservatism
 - b. cost
 - c. going concern
 - d. matching
10. This GAAP principle states that financial reports should be based on such evidence as reasonable individuals could all agree upon within relatively narrow bounds: (Finkler, 25-26)
 - a. conservatism
 - b. objectivity
 - c. going concern
 - d. objective evidence

Practice Questions - Bank 5

1. This GAAP principle states that errors in financial reports only require correction if they are material in amount: (Finkler, 25-26)

- a. objectivity
- b. material evidence
- c. materiality
- d. objective evidence

2. This GAAP principle says that to avoid misleading users of financial reports, firms should generally use the same accounting methods from period to period: (Finkler, 25-26)

- a. repeated objectivity
- b. integrity
- c. materiality
- d. consistency

3. This GAAP principle says that financial reports should disclose any information needed to assure that the reports are a fair presentation: (Finkler, 25-26)

- a. full discloser
- b. fairness
- c. integrity of reports
- d. consistency

4. A value of an asset based on what is paid for the asset at the time it was acquired is called the: (Finkler, 34)

- a. net realizable value
- b. historical or acquisition cost
- c. price-level adjusted cost
- d. replacement cost

5. This method of valuing an asset measures what you could get for the asset if it were sold: (Finkler, 36)

- a. net realizable value
- b. historical or acquisition cost
- c. price-level adjusted historical cost (PLAHC)
- d. replacement cost

6. This method of valuing an asset measures its worth by determining how much profit the asset will contribute to the firm in the future: (Finkler, 36)

- a. net future value
- b. profit futures
- c. future profits
- d. replacement cost

7. This method of valuing an asset measures its value based on how much it would cost to replace the asset: (Finkler, 37)

- a. net future value
- b. profit futures
- c. future profits
- d. replacement cost

8. Obligations that are to be paid in cash within a year are called: (Finkler, 42)

- a. non-monetary obligations
- b. monetary obligations
- c. short-term obligations
- d. long-term obligations

9. Obligations that are to be paid in cash more than a year in the future are called: (Finkler, 42)

- a. non-monetary obligations
- b. monetary obligations
- c. short-term obligations
- d. long-term obligations

10. Obligations that are paid as goods or services are called: (Finkler, 42)

- a. non-monetary obligations
- b. monetary obligations
- c. short-term obligations
- d. long-term obligations

Practice Questions - Bank 7

1. In this form of business the owners are limited to the extent of their investment: (Silbiger, 197)

- a. limited liability corporation
- b. sole proprietorship
- c. limited partnership
- d. corporation

2. One of the major financial drawbacks of a corporation is: (Silbiger, 197)

- a. unlimited liability
- b. sole ownership
- c. limited owner rights
- d. double taxation

3. A basic tenet of sound finance is that return on investment should be commensurate with the: (Silbiger, 199)

- a. risk
- b. liability
- c. cost
- d. probability

4. If you know an investment is rather risky, you would expect a _____ rate of return for the investment: (Silbiger, 199)

- a. immediate
- b. higher
- c. lower
- d. predictable

5. Risk that applies to a whole class of assets is called: (Silbiger, 199)

- a. programmatic risk
- b. problematic risk
- c. systematic risk
- d. apparent risk

6. Which of the following is not used to express the cost of safety? (OSHA)

- a. break-even point
- b. cost per \$100 in wages
- c. workers compensation costs
- d. indirect costs

7. A firm's assets equal: (Finkler, 14)

- a. equity plus stockholders' liabilities
- b. liabilities plus stockholders' equity
- c. profit minus liabilities plus equity
- d. profit plus stockholders' liabilities

Subject Area I. Topic B. Cost Accounting

Practice Questions - Bank 1

1. To identify potential hazards, what process is conducted in addition to hazard analysis?
 - a. injury reports
 - b. statistical data
 - c. risk assessment
 - d. fatalities
2. Which of the following is not one of the methods discussed by Brauer to express the cost of safety?
 - a. cost in dollars per \$100 of payroll
 - b. cost in terms of the number of items produced
 - c. cost in the number of hours a worker must work to cover a cost of loss
 - d. cost in terms of injury-free days
3. Which of the following is considered a direct accident cost?
 - a. cost to repair equipment damage
 - b. overtime pay
 - c. workers' compensation insurance
 - d. litigation expenses
4. All of the following are considered responsibilities of a labor/management safety and health teams, except:
 - a. make recommendations
 - b. enforce safety rules
 - c. estimate financial benefits of safety
 - d. design cost-effective safety programs
5. Which of the following is considered a direct cost when an accident occurs?
 - a. lost sales and canceled orders
 - b. hiring and training new workers
 - c. lowered morale and higher turnover
 - d. increased workers' compensation premiums
6. Which of the following is one common way to express safety costs?
 - a. lost-work-day incident rate
 - b. value-added percentage
 - c. dollars per \$100 of pay
 - d. annual incentive costs
7. According to Grimaldi and Simons, surveys indicate that the majority of people responsible for safety programs believe it is desirable to stress the: (Grimaldi & Simonds, 210)
 - a. cost of accidents
 - b. humanitarian imperative
 - c. legal requirements
 - d. social responsibility
8. According to Grimaldi and Simons, these costs are not readily available and require more thorough analysis:
 - a. uninsured costs
 - b. insured costs
 - c. legal costs
 - d. future costs
9. According to Grimaldi and Simons, all of the following are categories of uninsured costs, except:
 - a. lost-day injuries
 - b. doctor's cases
 - c. restricted duty cases
 - d. first-aid injuries
10. Which of the following is not considered a valid uninsured cost?
 - a. wages paid for work time lost
 - b. workers compensation pay for lost work time
 - c. extra cost due to overtime
 - d. cost-of-learning period of new worker

Practice Questions - Bank 2

1. According to Grimaldi and Simons, this is the only basis for assessing an overhead cost for equipment made idle by an injury:

- a. wages paid for work time lost
- b. workers compensation pay for lost work time
- c. if extra equipment and work space is required
- d. cost for depreciation

2. According to Brauer, which of the following is the 'common denominator' to most effectively ensure safety goals are achieved?

- a. cost
- b. leadership
- c. accountability
- d. resources

3. According to Brauer, which of the following is not a criterion for evaluating costs and benefits?

- a. cost-benefit ratio
- b. gross benefits
- c. rate of return
- d. payback period

4. In this type of analysis, the dollar values of all benefits and costs connected with program alternatives are estimated and then compared:

- a. cost-benefit analysis
- b. cost-per-hour analysis
- c. rate-of-return analysis
- d. unit production analysis

5. If a company's profit margin is 5% and the unit selling price of their product is \$25. How many units must be sold to cover a \$25,000 accident cost?

- a. 50,000 units
- b. 25,000 units
- c. 20,000 units
- d. 10,000 units

6. XYZ has averaged one carpal tunnel injury a year for the past three years. They decide to invest \$12,000 to improve the design of four workstations to prevent the recurring carpal tunnel injuries. Each injury averages \$35,000 in total accident costs. What will be the estimated return on the investment (ROI) over the next five years?

- a. 292%
- b. 1458%
- c. 3568%
- d. 8405%

7. ABC Environmental decides to invest \$20,000 to eliminate fall hazards that have averaged \$50,000 per accident. What is the estimated payback period in years for this investment? (TDMBA, 65)

- a. .4
- b. 1.2
- c. 3
- d. 5

8. Expressing the cost to take corrective action and make improvements is better expressed as a/an _____ to communicate the notion that the employer will realize a financial return.

- a. expense
- b. investment
- c. expenditure
- d. price

9. How much business volume is required if a company's profit margin is 5%, 300 units are required to cover the loss, and the unit selling price is \$32.00? (Brauer 522)

- a. \$9,600
- b. \$96,000
- c. \$192,000
- d. \$1,920,000

10. Which of the following is not one of the ways to express the cost of safety? (Brauer 522)

- a. cost of accidents/illnesses per share
- b. volume of business necessary to cover loss
- c. dollars per \$100 of pay
- d. number of days to cover loss

Practice Questions - Bank 3

1. What is the common yardstick for measuring and evaluating company performance? (Grimaldi & Simonds, 209)

- a. leadership
- b. money
- c. productivity
- d. quality

2. Executives can immediately understand the result of a department's work when it is: (Grimaldi & Simonds, 209)

- a. compared to competitor results
- b. shown in dollars
- c. stated as a productivity result
- d. related to quality

3. According to the U.S. Department of Labor, the main driving force behind the industrial safety movement is: (Grimaldi & Simonds, 209)

- a. the increase in workplace injuries
- b. workplace violence is increasing
- c. workers' compensation costs are astronomical
- d. the fact that accidents are expensive

4. According to the U.S. Department of Labor, the main driving force behind the industrial safety movement is: (Grimaldi & Simonds, 209)

- a. the increase in workplace injuries
- b. workplace violence is increasing
- c. workers' compensation costs are astronomical
- d. the fact that accidents are expensive

5. Each of the following may be a reason accident costs are given little attention by experienced safety specialists, except: (Grimaldi & Simonds, 210)

- a. absorbing OSHA penalties is less expensive than safety investments
- b. costs are not a factor in making safety decisions
- c. the safety director is afraid to stress safety as profitable
- d. the company seeks safety regardless of costs

6. According to Grimaldi & Simonds, there are two major classes of costs resulting from injuries and accidents: (Grimaldi & Simonds, 212)

- a. near miss and property damage costs
- b. insurance and uninsured costs
- c. fixed and variable costs
- d. injury and illness costs

7. According to Grimaldi & Simonds, direct costs refer to _____ costs and indirect costs refer to _____ costs: (Grimaldi & Simonds, 212)

- a. primary, secondary
- b. leading, training
- c. insured, uninsured
- d. injury, illness

8. According to Grimaldi & Simonds, these cost elements require greater analysis because they are not readily available in company records: (Grimaldi & Simonds, 213)

- a. secondary
- b. training
- c. uninsured
- d. insured

9. The three OSHA categories considered when averaging insured costs include all of the following, except: (Grimaldi & Simonds, 214)

- a. near-miss cases
- b. first-aid cases
- c. nonlost workday cases
- d. lost workday cases

10. Which of the following is true after an accident occurs? (Grimaldi & Simonds, 214)

- a. the injured employee returns and production increases
- b. co-workers increase production to make up for the injured employee
- c. workers do not exceed normal production to make up for lost production
- d. workers are more willing to work harder to make up for lost production

Practice Questions – Bank 4

1. One way to calculate property loss after an accident is to: (G&S, 215)

- a. subtract the original cost from the salvage value and depreciation
- b. subtract the salvage value from the original cost and appreciation
- c. add the original cost to appreciation
- d. add the salvage value to depreciation and original cost

2. If an old machine, worth \$1,000, is damaged such that its salvage value is \$100, and the employer decides to replace it with a new machine costing \$5,000, what would you regard as the property damage? (G&S, 215)

- a. \$900
- b. \$1,100
- c. \$4,900
- d. \$5,000

3. What percent of the total uninsured accident cost is required to repair, replace, or straighten up material or equipment that was damaged in an accident? (G&S, 215)

- a. 7
- b. 10
- c. 18
- d. 35

4. The cost of wages paid for work time lost by injured workers, other than the workers' compensation payments, covers all of the following, except: (G&S, 216) (G&S, 216)

- a. when employees visit the doctor's office
- b. all days not covered by workers' compensation payments
- c. primarily on the day of injury
- d. for the rest of the workshift after the accident

5. Which of the following results in the largest percentage of uninsured lost-workday accident costs? (G&S, 216)

- a. wages paid for work time lost by injured workers
- b. net cost to repair, replace damaged material or equipment
- c. wages paid for work time lost by non-injured workers
- d. wages paid supervisors required by the injury

6. Which of the following results in the smallest percentage of uninsured lost-workday accident costs? (G&S, 219)

- a. wages paid for work time lost by injured workers
- b. net cost to repair, replace damaged material or equipment
- c. wages paid for work time lost by non-injured workers
- d. miscellaneous unusual costs

7. Which of the following is not considered a valid uninsured accident cost? (G&S, 219)

- a. wages paid for work time lost by injured workers
- b. cost of hiring new employee
- c. wages paid for work time lost by non-injured workers
- d. cost-of-learning period of new worker

8. Which of the following is not considered a valid uninsured accident cost? (G&S, 220)

- a. wages paid for work time lost by injured workers
- b. extra cost due to overtime work caused by the accident
- c. wages paid for work time lost by non-injured workers
- d. loss of profit on idle machines or workers

9. Which of the following is not considered a valid uninsured accident cost? (G&S, 220)

- a. cost of subsequent injuries
- b. extra cost due to overtime work caused by the accident
- c. wages paid for work time lost by non-injured workers
- d. uninsured medical costs borne by the company

10. How important is it for an organization to know precisely, to the dollar, how much accidents cost? (G&S, 220)

- a. not important at all
- b. not of great importance
- c. very important
- d. critical

Subject Area I. Topic C. Employee Relations/HR

Practice Questions - Bank 1

1. Which of the following describe inconsistencies among attitudes or between attitudes and behavior? (Robbins, Management, 314)
 - a. dissonance
 - b. incongruence
 - c. psycho-behavioral
 - d. congruence
2. Attitudes are _____ statements about objects, people, or events: (Robbins, Management, 312)
 - a. objective
 - b. analytical
 - c. evaluative
 - d. subjective
3. Employees who work on stressful, dissatisfying tasks will experience a more positive outcome when this type of leadership is displayed:
 - a. supportive
 - b. contingency
 - c. laissez faire
 - d. participative
4. The observable actions of people is called: (Robbins, Management, 312)
 - a. performance
 - b. intuition
 - c. attitude
 - d. behavior
5. The degree to which an employee identifies with his or her job, actively participates in it, and considers performance important to self-worth is called: (Robbins, Management, 314)
 - a. job satisfaction
 - b. job involvement
 - c. job commitment
 - d. job support
6. This term describes a combination of traits that classifies a person: (Robbins, Management, 316)
 - a. position
 - b. performance
 - c. personality
 - d. profession
7. This belief states there should be status and power differences among people in organizations: (Robbins, Management, 316)
 - a. authoritarianism
 - b. machiavellianism
 - c. structuralism
 - d. huerism
8. A person who is willing to take a high risk is said to exhibit: (Robbins, Management, 316)
 - a. normal behavior
 - b. poor safety attitude
 - c. a lack of common sense
 - d. risk propensity
9. The process of organizing and interpreting what we perceive is defined as: (Robbins, Management, 317)
 - a. selection
 - b. perception
 - c. analysis
 - d. intuition
10. Safety _____ management skill is at the center of the safety program: (NSC, APM-AP, Chap 15)
 - a. behavior
 - b. system
 - c. program
 - d. accident

Practice Questions - Bank 2

1. Judging a person on the basis of personal perception of the group to which he or she belongs is called: (Robbins, Management p. 318)

- a. discriminating
- b. diversifying
- c. stereotyping
- d. halo effect

2. This law states that behavior is a function of its consequences: (Robbins, Management p. 319)

- a. law of effect
- b. law of consequences
- c. law of cause
- d. law of behavior

3. A major responsibility of the safety and health professional is to: (NSC, APM-AP, Chap15)

- a. dissect safety behaviors to understand their effects
- b. limit the number of feasible engineering controls
- c. manipulate variables causing inappropriate behavior
- d. reduce inappropriate behaviors primarily through discipline

4. This occurs when an impression of an individual is based on a single characteristic: (Robbins, Management p. 318)

- a. singling
- b. stereotyping
- c. halo effect
- d. unifocus

5. The theory, first proposed by David McClelland, states that achievement, power, and affiliation motivate employees is called the: (Robbins, Management p. 346)

- a. reinforcement theory
- b. goal-setting theory
- c. equity theory
- d. three-needs theory

6. This can be a great resource and tool to improve safety involvement and motivation: (NSC, APM-AP, Chap15)

- a. OSHA inspections
- b. safety and health committee
- c. internal policing
- d. corporate safety mother

7. The willingness to exert high levels of effort describes: (Robbins, Management p. 339)

- a. a need
- b. positive reinforcement
- c. a motivation
- d. accountability

8. An internal state that makes certain outcomes appear attractive describes: (Robbins, Management p. 339)

- a. a need
- b. positive reinforcement
- c. a motivation
- d. an assumption

9. Douglas McGregor believes managers that assume employees can learn to accept, even seek, responsibility are displaying this leadership approach: (Robbins, Management p. 341)

- a. Theory A
- b. Theory B
- c. Theory X
- d. Theory Y

10. Whether an employee works safely depends upon four factors. Which of the following is not one of them? (NSC, APM-AP, Chap15)

- a. initial training
- b. current needs
- c. present situation
- d. past experience

ANSWER KEYS: AREA I.

Area I. A. Finance

Bank 1

1. c. 26.6%
2. c. mutual
3. d. maximizing profits
4. c. history of losses or safety costs
5. b. variable costs
6. a. fixed costs
7. d. total costs
8. c. break even point
9. b. natural consequences
10. b. ability

Bank 2

1. c. finance
2. b. financial management
3. d. managerial accountant
4. c. finance officer
5. d. return on costs (ROC)
6. a. profitability and viability
7. b. risk, profit
8. b. profit
9. d. solvency
10. b. tangible or intangible

Bank 3

1. d. tangible
2. b. intangible
3. c. liabilities
4. a. money owed to equity
5. c. equity
6. b. efficiency
7. b. assets = liabilities plus stockholders' equity
8. b. liability
9. c. balance sheet
10. d. a and c above

Bank 4

1. b. Generally Accepted Accounting Principles (GAAP)
2. c. eliminating
3. a. liberalism
4. b. separating
5. d. subjectiveness
6. c. going concern
7. a. conservatism
8. d. matching
9. b. cost
10. b. objectivity

Bank 5

1. c. materiality
2. d. consistency
3. a. full discloser
4. b. historical or acquisition cost
5. a. net realizable value
6. c. future profits
7. d. replacement cost
8. c. short-term obligations
9. d. long-term obligations
10. a. non-monetary obligations

Bank 6

1. c. materiality
2. d. consistency
3. a. full discloser
4. b. historical or acquisition cost
5. a. net realizable value
6. c. future profits
7. d. replacement cost
8. c. short-term obligations
9. d. long-term obligations
10. a. non-monetary obligations

Bank 7

1. c. limited partnership
2. d. double taxation
3. a. risk
4. b. higher
5. c. systematic risk
6. a. break-even point
7. b. liabilities plus stockholders' equity

Area I. B. Cost Accounting

Bank 1

1. c. risk assessment
2. d. cost in terms of injury-free days
3. d. litigation expenses
4. b. enforce safety rules
5. d. increased workers' compensation premiums
6. c. dollars per \$100 of pay
7. a. cost of accidents
8. a. uninsured costs
9. c. restricted duty cases
10. b. workers compensation pay for lost work time

Bank 2

1. c. if extra equipment and work space is required
2. a. cost
3. b. gross benefits
4. a. cost-benefit analysis
5. c. 20,000 units
6. b. 1458%
7. a. .4
8. b. investment
9. c. \$192,000
10. d. number of days to cover loss

Bank 3

1. b. money
2. b. shown in dollars
3. b. workplace violence is increasing
4. d. the fact that accidents are expensive
5. a. absorbing OSHA penalties is less expensive than safety investments
6. b. insurance and uninsured costs
7. b. leading, training
8. c. uninsured
9. a. near-miss cases
10. c. workers do not exceed normal production to make up for lost production

Bank 4

1. a. subtract the original cost from the salvage value and depreciation
2. c. \$4,900
3. a. 7
4. b. all days not covered by workers' compensation payments
5. a. wages paid for work time lost by injured workers
6. d. miscellaneous unusual costs
7. b. cost of hiring new employee
8. d. loss of profit on idle machines or workers
9. a. cost of subsequent injuries
10. b. not of great importance

Area 1.C. Employee Relations/HR

Bank 1

1. a. dissonance
2. c. evaluative
3. a. supportive
4. d. behavior
5. b. job involvement
6. c. personality
7. a. authoritarianism
8. d. risk propensity
9. b. perception
10. a. behavior

Bank 2

1. c. stereotyping
2. a. law of effect
3. c. manipulate variables causing inappropriate behavior
4. c. halo effect
5. d. three-needs theory
6. b. safety and health committee
7. c. a motivation
8. a. a need
9. d. Theory Y
10. a. initial training

Bank 3

1. c. Theory X
2. a. Hierarchy of Needs Theory
3. c. achievement-oriented
4. d. anticipated consequences
5. c. factors that eliminate dissatisfaction
6. a. need for safety (nSaf)
7. d. manage unique needs
8. c. a reinforcer
9. c. increase
10. a. past experiences and the emotions they provoke

Bank 4

1. a. put into it
2. a. reinforcement
3. c. ignore undesired behaviors
4. b. probability-value linkage
5. a. supportive
6. c. finding a simpler way to do a job
7. c. achievement-oriented
8. a. goal conflict
9. d. duration
10. b. install a reward system

Bank 5

1. c. practice
2. d. operational objectives
3. c. customer-supplier relationship
4. a. important
5. b. primacy
6. d. meaningfulness
7. c. frequency will decrease
8. c. intensity
9. b. selective learning
10. d. experienced responsibility

Bank 6

1. a. reinforcement
2. d. frequency
3. b. self-actualization
4. b. knowledge of results
5. d. transfer of learning
6. d. all of the above
7. b. recall
8. c. external, imposed
9. d. average-person fallacy
10. c. internal

Area 1.D. Ethics and Law

Bank 1

1. b. The quality of being in accord with a profession's ethics.
2. c. Always right or good moral conduct.
3. b. carefully sifts facts and examines their implications
4. a. Ethics are relative to the general conditions
5. c. naive relativism
6. b. role relativism
7. d. industry best practices
8. a. There are universal absolutes in every culture
9. c. utilitarianism
10. c. utilitarianism

Bank 2

1. b. joint tort
2. d. ultrahazardous operations
3. d. assumption of risk
4. a. tort
5. d. antecedents, belief, belief, behavior
6. b. relationship, activities
7. d. social responsibility
8. a. social contract
9. c. The Iron Law of Responsibility
10. b. Short term limitation of regulation

Bank 3

1. d. invisible hand
2. b. subversive doctrine
3. a. paying taxes
4. d. a and b above
5. c. malfeasance
6. b. Criminal
7. d. Code of Hammurabi
8. d. a and c above
9. b. royalty laws
10. b. United States Code

Bank 4

1. a. 102nd
2. d. Williams-Steiger
3. b. authorization and appropriations
4. c. provides the money for the regulatory activities
5. b. limit appropriations to the governing agency
6. a. Code of Federal Regulations
7. b. congressional proclamations
8. d. notifies the public
9. a. with one or more employees
10. c. are as effective as the federal program

Bank 5

1. c. temporary review standards
2. a. consensus
3. c. Courts do not allow most ETS's to become effective.
4. a. workplace and other studies
5. b. Business Liability Act
6. b. The hazard is also covered by an adequate specific rule.
7. a. compliance poses a financial burden
8. d. the unsafe practice did not cause injury
9. c. general
10. d. employer ability to pay

Bank 6

1. a. nullify rules
2. d. all of the above
3. d. a and b above
4. c. willful violations of the general duty clause
5. a. challenge the abatement remedy
6. c. adverse treatment was the substantial cause
7. a. trade secret information
8. c. thank the attorney but decline the offer
9. d. Equality of the consideration
10. a. tort

Bank 7

1. a. Civil law deals with persons and organizations
2. c. United States Code (USC)
3. a. Code of Federal Regulations (CFR)
4. d. answers a and b above
5. c. malfeasance
6. d. all of the above
7. a. reasonable care
8. b. great care
9. d. slight care
10. c. due care

Bank 8

1. b. foreseeability
2. d. foreseeability applied to the premises
3. b. laissez-faire
4. a. autonomy
5. d. all of the above
6. c. beneficence
7. b. compensatory damages
8. c. punitive damages
9. b. safe premises
10. c. dangerous instrumentality

Bank 9

1. b. standard of reasonable prudence
2. c. proximate cause
3. c. proximate cause
4. a. liability
5. c. strict liability
6. b. negligence
7. c. negligence perse
8. d. gross negligence
9. a. willful conduct
10. a. reckless conduct

Bank 10

1. b. contributory negligence
2. c. master-servant relationship
3. d. The Fourteenth Amendment
4. b. Alabama in 1885
5. c. laissez-faire
6. d. the employer caused emotional stress
7. b. the employer unintentionally caused physical injury
8. d. fraud
9. a. misrepresentation
10. b. negligence

Area 1.E. Organization Structure

Bank 1

1. c. a policy that states the importance of safety
2. c. purchasing
3. b. all employees in the organization
4. d. leadership
5. b. staff
6. a. institute a system of negative reinforcement to secure compliance
7. a. gain the commitment of top management and administration
8. b. staff
9. b. have authority over line elements
10. c. be a part of every organizational element

Bank 2

1. a. avoid flawed practices
2. b. performance errors
3. a. use technical jargon
4. c. exist on rule and law alone
5. c. Operational mishaps are the results of human error
6. a. Industrial excellence is the product of sound safety engineering
7. c. corporate illness
8. b. indictment of management's ability to direct and control
9. a. people combine their efforts for a given purpose
10. b. team member, not a technician

Bank 3

1. d. limit OSHA injuries claims to reduce workers' compensation premiums
2. d. managers
3. c. enforce safety rules
4. b. encourage compliance
5. c. good housekeeping
6. c. timely work request submission
7. a. total hours used
8. c. disciplining
9. a. detail management commitment to safety
10. d. employees

Bank 4

1. d. from all line and staff officials
2. b. top management
3. a. line production
4. c. staff services
5. c. staff services
6. b. position description
7. c. functional statement
8. d. accidents
9. d. all of the above
10. b. Safety is considered important and meaningful to most managers

Bank 5

1. a. Personnel
2. b. Supply and Logistics
3. c. Engineering
4. d. Finance
5. d. ensure department heads are held accountable for accident rates
6. c. rely on the employee-management safety advisory committee
7. b. respond and reply to employee complaints in a timely manner
8. a. improve that manager's own effectiveness
9. c. it places error-free performance at the bottom of the totem pole
10. c. line managers

Bank 6

1. b. other managers
2. d. counselor
3. d. all of the above
4. c. they do not receive services from safety specialists
5. d. all of the above
6. d. all of the above
7. b. complex structures
8. d. matrix structures
9. a. simple structure
10. d. machine bureaucracy

Bank 7

1. b. professional bureaucracy
2. c. divisional form
3. c. divisional form
4. d. machine bureaucracy
5. a. adhocracy
6. d. increasing uniformity
7. c. aging workforce
8. a. a strong organizational culture
9. c. organic system
10. b. mechanical system

Area 1.F. Training and Development

Bank 1

1. c. achievement
2. a. substantial salary
3. b. Level II, Learning
4. b. employer
5. d. appropriate humor during presentation
6. a. Support from supervisors and top executive management
7. a. to help ensure safe performance
8. b. slides and videos
9. c. to prove employee is ill-prepared
10. c. to retrain employees whenever they violate safety rules

Bank 2

1. c. can the problem be solved by training?
2. d. what learners will be able to do at the end of training
3. a. positive and negative
4. b. trainer show and tell
5. d. all of the above
6. d. b or c above
7. d. Level V, Return on Investment
8. a. It states the target learner attitude toward the subject
9. b. expertise
10. c. practical to theoretical

Bank 3

1. c. non-supportive safety culture
2. a. Level I, Reaction
3. c. lack of supervisor support
4. d. all of the above
5. a. limit variables
6. d. workplace improvement
7. c. Level III, Application
8. a. Level I, Reaction
9. c. strong documentation
10. d. a formal certification

Bank 4

1. a. ensure training was effective
2. c. present personal opinion
3. a. ensure employees pay attention
4. d. increased motivation to pay attention
5. b. rephrase the question
6. b. feel felt found response
7. c. simulate the job
8. c. sequencing
9. b. On the Job Training (OJT)
10. d. opportunity for student-trainer interaction

Bank 5

1. c. ANSI/ASSE Z490.1-2001
2. b. Present the elements of a safety management system
3. c. Learn how to complete an accident investigation
4. c. action
5. a. condition
6. d. standard
7. b. performer
8. a. determine what training is needed
9. b. design appropriate training
10. d. if a problem can be solved by training

Bank 6

1. d. part of a sound safety management system
2. c. interview the employee
3. d. consider non-training options
4. b. conduct formal training
5. d. conduct practice
6. b. provide feedback
7. c. education
8. d. failure to provide adequate leadership
9. c. failure to provide adequate enforcement
10. b. failure to provide adequate supervision

Bank 7

1. b. before exposure to actual hazards
2. b. ensure others are assigned to conduct effective training
3. c. safety and health professionals
4. d. mandatory
5. d. review litigation cases
6. c. requests by other managers
7. a. improve a knowledge or skill deficiency
8. b. enforce safety rules
9. b. written to work together with other company policies
10. c. define training for all levels of the organization

Bank 8

1. d. is combined with other training programs
2. a. comparing the cost of training against the cost of no training
3. c. planning training needs after an accident occurs
4. b. disciplinary history
5. d. all of the above
6. a. when disciplinary is required
7. d. whenever employees register an unsubstantiated safety complaint
8. d. use of fire extinguishers
9. c. increased number of safety suggestions
10. a. increase in the rate of hazard reporting

Bank 9

1. a. single violation of a safety rule
2. a. identify learner needs
3. b. lesson plan
4. c. it allows the worker to produce during the training
5. b. the trainer must possess adequate knowledge and skills
6. b. job instruction training (JIT)
7. c. group techniques
8. b. conference method
9. d. brainstorming
10. a. case study

Bank 10

1. b. incident process
2. a. discussion
3. d. simulation
4. b. lecture
5. c. question and answer
6. d. drill
7. b. rich student-instructor interaction
8. c. worker does not lose time at work
9. b. supervisor
10. d. continually