

# Certified Staffing Professional Practice Test Questions and Answers

## 1. What is the primary function of staffing professionals?

- A) Manage company finances
- B) Match qualified candidates with appropriate job opportunities
- C) Design office layouts
- D) Develop software applications

## 2. Which law is crucial for staffing professionals to understand regarding equal employment opportunities?

- A) OSHA regulations
- B) Title VII of the Civil Rights Act
- C) Building codes
- D) Traffic laws

## 3. What is the difference between temporary and permanent staffing?

- A) No difference exists
- B) Temporary is short-term assignments, permanent is long-term employment
- C) Only salary levels differ
- D) Location of work only

## 4. What is an important ethical consideration in staffing?

- A) Maximizing profits only
- B) Maintaining candidate confidentiality and fair treatment
- C) Avoiding all client communication
- D) Ignoring legal requirements

Answers: 1-B 2-B 3-B 4-B

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