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Certified Disability Management Specialist Exam



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Question: 1

Which of these disorders would be covered by the Americans with Disabilities Act?

- A. kleptomania
- B. dyslexia
- C. pyromania
- D. compulsive gambling

Answer: B

Explanation:

Dyslexia is normally covered by the Americans with Disabilities Act. However, this and other learning disabilities may require extensive clinical interviews and neuropsychological testing to support a claim. It is necessary to demonstrate that the claimant is substantially impaired relative to the general population. The other answer choices are DSM disorders that are excluded from ADA coverage.

Question: 2

Which of the following factors is NOT included in a calculation of risk priority number?

- A. severity of possible adverse effects
- B. effectiveness of controls
- C. likelihood of an adverse effect
- D. cost of controls

Answer: D

Explanation:

The cost of controls is not included in a calculation of risk priority number. A risk priority number, or RPN, is an objective picture of the importance of a particular danger to performance. It is calculated by rating on a scale from 1 to 10 the severity of each possible adverse effect (10 is the most severe), the likelihood of each of these effects (10 is the most certain to occur), and the effectiveness of possible controls (1 is the most effective), and then multiplying these three numbers.

Question: 3

What is the term for the percentage of people who have a disease at a particular time?

- A. incidence rate
- B. prevalence rate
- C. morbidity rate
- D. mortality rate

Answer: B

Explanation:

Prevalence rate is the percentage of people who have a disease at a particular time. The incidence rate is calculated as the number of new cases of a disease during a specific interval divided by the total population during that interval. The morbidity rate is essentially the rate of complications for patients, though it should be noted that this rate also includes the prevalence and incidence of disease, as well as the co morbidity rate. The mortality rate could be any of a set of death rates, including the infant death rate, net death rate, or gross death rate.

Question: 4

Which of the following is a standard characteristic of workers compensation legislation?

- A. Benefits do not include hospital, medical, and rehabilitation expenses.
- B. Negligence and fault are material to the validity of a claim.
- C. Employees who are covered by workers compensation do not give up the right to sue the employer for damages.
- D. The rules of procedure and evidence are relaxed in application.

Answer: D

Explanation:

In the standard workers compensation legislation, the rules of procedure and evidence are relaxed in application. The other answer choices are not characteristic of workers compensation legislation. The benefits afforded by this coverage typically include hospital, medical, and rehabilitation expenses, as well as between one-half and one-third of the average weekly wage. Negligence and fault are usually immaterial to the validity of the claim, as well as the assessment of its amount, Employees who are covered by workers comp give up the right to sue their employer for damages. Workers compensation is considered an exclusive remedy for this reason.

Question: 5

Employee incentive programs should emphasize

- A. adherence to established protocols.
- B. excellent results.
- C. improved cost savings.

D. reduction in adverse events.

Answer: A

Explanation:

Employee incentive programs should emphasize adherence to established protocols. If performance protocols are clear and appropriate, they will define effective employee behavior. So long as employees abide by these protocols, their performance should be excellent. One characteristic of Six Sigma and other similar management philosophies is the emphasis on processes rather than result. If the processes are performed well, the results should take care of themselves. If incentives are tied to results, employees may be tempted to cheat or fudge their numbers. In some cases, perfect performance of the task may still result in error. Employees should not be penalized for such events. Instead, this sort of adverse situation should be cause for a reappraisal of the protocols.

Question: 6

Which aspect of financial health is indicated by the current ratio?

- A. liquidity
- B. solvency
- C. profitability
- D. indebtedness

Answer: A

Explanation:

The current ratio indicates liquidity, or the degree to which an organization's assets are in cash or can easily be converted to cash. It is calculated by dividing the current assets by the current liabilities. Current assets usually consist of cash, accounts receivable, and notes receivable. Current liabilities consist of accounts payable and notes payable.

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