

# California State Jobs Practice Test Questions and Answers

**1. What is the primary principle of merit-based employment in California state government?**

- A) Hiring based on personal connections
- B) Selection based on qualifications and abilities
- C) Preference for local residents only
- D) Seniority-based promotion system

**2. Which agency oversees the California state civil service system?**

- A) Department of Motor Vehicles
- B) California Department of Human Resources (CalHR)
- C) State Personnel Board
- D) Governor's Office

**3. What is the probationary period for most California state positions?**

- A) 3 months
- B) 6 months
- C) 12 months
- D) 18 months

**4. Which of the following best describes the California state employee grievance process?**

- A) Informal discussion only
- B) Direct appeal to the Governor
- C) Multi-step process with formal and informal options
- D) Immediate termination for complaints

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

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