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QUESTION 1

Which method of job evaluation uses a "whole -job" approach to determine the importance of each job to the company?

A. Job component

B. Ranking

C. Benchmark

D. Point factor.

Correct Answer: B

QUESTION 2

To ensure compliance, pay decisions should be made based on which of the following?

A. Recommendations of managers

B. Job -related factors

C. Amount of overtime employees are willing to work

D. 360 degree feedback

Correct Answer: B

QUESTION 3

Which statement is most accurate regarding the performance management process?

A. It is a one-time event.

B. Managers and supervisors should plan and measure performance without input or involvement from subordinates.

C. Performance standards should be loosely defined, allowing great latitude in measurement.

D. Mutual respect and trust should be the foundation of the relationship between managers and employees.

Correct Answer: D

QUESTION 4

Which of the following best describes a form of base pay that is a fixed weekly, biweekly or monthly payment?

A. Hourly rate

B. Salary

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C. Piece rate

D. Bonuses

Correct Answer: B

QUESTION 5

What does the size of a merit increase have to do with the success of a merit pay program?

A. Increase must be equitable within a department

B. Increases must not be deemed inconsequential to employees

C. Increase given to star employees must be at least triple of those given to average performers.

D. Even small increases should not be given to less-than-average performers.

Correct Answer: B

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