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QUESTION 1

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 2

What does a performance standard specify?

- A. The experience required to achieve the goal or objective
- B. The reward that can be earned
- C. The time required for satisfactory performance
- D. The expected outcome.

Correct Answer: D

QUESTION 3

A medical benefits plan provision ensuring that the correct plan is paying expenses when the member is covered under more than one plan is known as what?

- A. Deductible
- B. Coinsurance
- C. Coordination of benefits
- D. Out-of-pocket expenses.

Correct Answer: C

QUESTION 4

Which of the following is a nonquantitative method of job evaluation?

- A. Point factor

B. Ranking

C. Job content

D. Rating.

Correct Answer: B

QUESTION 5

Which type of variable pay is best described by this statement: Criteria are discretionary and often defined in broad terms such as "exceptional customer service"?

A. Recognition

B. Bonus

C. Commission

D. Profit-sharing

Correct Answer: B

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