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QUESTION 1

Professionals, craft workers, and laborers/helpers have what in common?

- A. They are all examples of protected-class individuals.
- B. They are all job categories on the EEO-1 report.
- C. They are all classifications for defining exempt workers.
- D. They are all examples of types of labor unions.

Correct Answer: B

QUESTION 2

Which of the following moves an entire work process out of the organization to be handled by a company specializing in the work process?

- A. Acquisition
- B. Merger
- C. Outsourcing
- D. Job sharing

Correct Answer: C

QUESTION 3

Which of the following are non-monetary rewards that a company can provide to its employees?

Each correct answer represents a complete solution. Choose all that apply.

- A. Recognition
- B. Cash compensation
- C. Flexible hours
- D. Opportunity to learn

Correct Answer: ACD

QUESTION 4

Drag and drop the compensations beside their corresponding descriptions.

Select and Place:

Compensation	Description
Place Holder	It includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation, 401(k) matching, medical care premiums, pension plans, and paid time off.
Place Holder	It includes nontraditional work-life balance benefits such as telecommuting, on-site childcare, and flex time.
Place Holder	It includes payments made to employees that are associated with wages and salaries. This includes base pay, variable compensation, and pay for performance.
Place Holder	It includes fringe benefits such as vacation, sick, and holiday pay; insurance premiums paid on behalf of employees; leaves of absence, etc.

Indirect

Direct

Nonmonetary

Monetary

Select and Place:

Compensation	Description
Place Holder	It includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation, 401(k) matching, medical care premiums, pension plans, and paid time off.
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Place Holder	It includes fringe benefits such as vacation, sick, and holiday pay; insurance premiums paid on behalf of employees; leaves of absence, etc.

Indirect
Direct
Nonmonetary
Monetary

Correct Answer:

Compensation	Description
Monetary	It includes any costs the organization incurs for the benefit of employees, such as all forms of cash compensation, 401(k) matching, medical care premiums, pension plans, and paid time off.
Nonmonetary	It includes nontraditional work-life balance benefits such as telecommuting, on-site childcare, and flex time.
Direct	It includes payments made to employees that are associated with wages and salaries. This includes base pay, variable compensation, and pay for performance.
Indirect	It includes fringe benefits such as vacation, sick, and holiday pay; insurance premiums paid on behalf of employees; leaves of absence, etc.

At the broadest level, compensation and benefits, also referred to as total rewards, can be described as an exchange of payment from an employer for the services provided by its employees. The components of total rewards package are as follows: Chapter: Compensation and Benefits Objective: Total Rewards Defined

QUESTION 5

Which of the following ensures that employees in different locations are paid at rates competitive in the labor market for specific jobs and locations?

- A. Geographic pay
- B. Reporting pay
- C. Gross pay
- D. Call-back pay

Correct Answer: A

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