

Omega dietary suppliments



**ASSIGN
BUSTER**

Organizations being squeezed between labor and product markets need to A. Couple pay policies with creative HR, production, and marketing management to make workers' contributions more valuable and products more profitable. B. Change their strategic mission and direction, moving to more attractive industries. C. Move from job-based pay structures to skill-based pay systems, where employees are empowered and jobs are more enriched. D. Move their operations overseas. 2. Pay specifically designed to energize, direct, or control employees' behavior is known as

A. Empowerment pay. B. Exempt pay. C. Indirect pay. D. Incentive pay. 3. Three of the following are vesting rights. Which is not a vesting right? A. The right to a pension regardless of whether or not the employee remains with the employer until retirement B. In most cases, a waiting period of no more than five years or a three- to seven-year period, with 20 percent in the third and each year thereafter C. The right to a pension at retirement D. A guarantee that the employer won't switch the pension plan from defined-benefit to defined-contribution plan 4.

A system in which an employer pays a worker specifically for each unit produced is known as A. Hourly wage. B. Salary. C. Piecework rate. D. Gross pay. 5. Which level of child care is most frequently provided by organizations with 100 or more employees? A. The organization offers no support within this area. B. The organization operates a day-care center at or near the workplace. C. The organization supplies and helps employees collect information about the cost and quality of available child care. D. The organization provides vouchers or discounts for employees to use at existing child-care facilities. . Due to increasing diversity within the workplace, many

employers are extending benefits to A. Independent contractors. B. Domestic partners. C. Anyone living within the employee's household. D. Extended-family members. 7. Since the passage, the trend in larger public companies is to grant stock options to A. All exempt employees. B. All employees. C. All top and middle managers. D. Only top management. 8. Which act permits a lower training wage, which employers may pay to workers under the age of 20 for a period of up to 90 days?

DAD 9. On average, out of every dollar spent on compensation, about how many cents go to benefits. A. 30 B. 8 C. 45 D. 17 10. The Scandal plan is a variation of which type of incentive? A. Merit pay B. Shanghaiing C. Profit sharing D. Individual 11. From which source do most retirees receive the largest percentage of their retirement income? A. Private pensions B. Social Security C. Disability insurance D. Earnings from personal assets 12. Which of the following is a false statement about key jobs? A. Key Jobs are Jobs on which it's possible to obtain arrest-pay survey data. B. Key Jobs are relatively stable in content. C. Key Jobs have many incumbents within the organization. D. Key Jobs are common to many organizations. 13. Employees who have met the enrollment and length-of-service requirements to receive a pension at retirement, regardless of whether they remained with the employer until that time, are said to be A. Pensioners. B. Vested. C. Retirees. D. Expatriates. 14. Which of the following is not an advantage of a balanced measures that are directed toward both the company's longhand short-term objectives.

B. Communicating a balanced scorecard helps employees understand the organization's goals and how they might contribute to these goals. C. A balanced scorecard links external pay rates with internal job structures,

allowing organizations to gain both internal and external pay equity. D. A balanced scorecard balances the disadvantages of one type of incentive pay with the advantages of another type. 15. If employees conclude that they're underrated, they're likely to make up the difference in three of the following ways.

Which is not a way in which employees who feel underrated are likely to make up the difference? A. Refusing to cooperate B. Finding a way to reduce their outcomes C. Reducing their inputs D. Withdrawing by leaving the organization 16. Which of the following is an advantage of group incentives? A. Groups trying to outdo one another in satisfying customers B. Encouraging team members to compete with each other so they can achieve their goal C. Group more likely using a broad range of performance measures D. Rewarding the performance of all employees at a facility 17.

An employee produces 10 components in an hour and earns \$8.00 ($\$.80 \times 10$), while an employee who produces 12 components per hour earns \$9.60 ($\$.80 \times 12$). This arrangement is an example of a plan. A. Straight-salary B. Commission C. Differential-piece-rate D. Straight-piecerwork 18. Which of the following is a false statement about the Fair Labor Standards Act? A. Nonexempt employees are covered by ELSE and include most hourly workers. B. The overtime rate under the ELSE is one and a half times the employee's hourly rate, including any bonuses and piece-rate payments. C.

The FLSA remits a submission training wage equal to 85 percent of the minimum wage. D. The ELSE requires federal contractors to pay prevailing wage rates. End of exam 19. An organization is adjusting pay to

better match a local labor market in which the cost of living is rising sharply. These adjustments are called A. Green-circle rates. B. Rank-and-file adjustments. C. Pay differentials. D. Bonuses. 20. The National Compensation Survey is an ongoing activity of the A. FALL-CIO. B. Society for Human Resource Management. C. American Management Association. D. Bureau of Labor Statistics.