

HUMAN RESOURCE MANAGEMENT

1. A compensation system with internal equity is one in which employees feel satisfied with their pay when they compare it to the pay received by persons:
 - a. doing different jobs within the same company
 - b. of the opposite sex doing essentially the same job in the same company
 - c. doing the same job within the same company
 - d. doing the same job in a different company

2. Wage surveys are used to:
 - a. determine whether employees have received the compensation they were promised by their employer
 - b. study the motivational impact of compensation programs
 - c. establish competitive pay rates by determining what other employers pay
 - d. measure worker satisfaction with their pay

3. Employees are paid a fixed rate for each unit of output produced when the employer:
 - a. relies on merit pay
 - b. cannot, by law, offer bonuses to workers
 - c. is unionized
 - d. uses piece-rate compensation

4. Merit-based pay plans are based on the:
 - a. union negotiations
 - b. company profits
 - c. performance appraisal ratings
 - d. company stock performance

5. Which one of the following is cited as a limitation of merit pay plans?
 - a. The pay raise pool seldom fluctuates.
 - b. Unions encourage merit pay plans.
 - c. Employees tend to like merit pay plans.
 - d. Being based on an annual performance appraisal, the merit pay is as valid (or invalid) as the performance ratings on which it is based.

6. Nonexempt employees are:
 - a. defined by the terms of the Railway Labor Act of 1926
 - b. protected from employment discrimination by the Civil Rights Act of 1964
 - c. entitled to a time-and-a-half wage rate for work over 40 hours per week
 - d. not entitled to a minimum wage

7. The ____ was created by the Civil Rights Act of 1964.
 - a. National Labor Relations Board
 - b. Equal Employment Opportunity Commission
 - c. Department of Labor
 - d. National Institute of Occupational Safety and Health

8. Which item listed below is **not** on the Civil Rights Act list of discriminatory characteristics?
 - a. salary requirements
 - b. religion
 - c. disabled individuals
 - d. sex/gender

9. The act that allows equal human rights for all American citizens is called:
 - a. the Civil Rights Act of 1968
 - b. the Civil Rights Act of 1965
 - c. the Civil Rights Act of 1964
 - d. the Civil Rights Act of 1967

10. A new standard the courts are applying in sexual harassment cases is the:
 - a. reasonable person test
 - b. reasonable women test
 - c. reasonable man test
 - d. reasonable teenager test

Human Resource Management Answer Key

1. A
2. C
3. D
4. C
5. D
6. C
7. B
8. A
9. C
10. B

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