

Question: 1

Corporate mission or vision is the first step to building the job worth hierarchy.

- A. True
- B. False

Answer: B

Question: 2

What is one of the advantages of the point factor job evaluation method?

- A. It is inexpensive to develop and/or purchase
- B. It creates a flexible job worth hierarchy
- C. It is responsive to pay equity laws.
- D. It can be implemented quickly and easily.

Answer: C

Question: 3

Which best describes a Job worth hierarchy?

- A. Illustrates where each job fits, relative to other jobs.
- B. Forms the basis for grouping jobs of similar value together.
- C. Helps establish a salary structure.
- D. None of these
- E. All of these

Answer: E

Question: 4

What are the plan steps in the job analysis process?

- A. Identify what information (critical data) needs to be collected about the jobs (based on the type of job evaluation plan used)
- B. Determine the sources of information to be used and who will conduct the data collection
- C. Develop a communication plan

D. All of the above

Answer: D

Question: 5

To complete the job evaluation process you need to complete the following:

- A. Job analysis and job documentation
- B. Job Evaluation and Base pay structure
- C. Analyze the job
- D. None of the above

Answer: A

Question: 6

Job worth hierarchy is best described as something that_____?

- A. Illustrates where each job fits, relative to other jobs
- B. Provides key information about the nature of and level of work performed.
- C. Creates a job worth hierarchy using market data or job content
- D. A framework for pay decisions.
- E. None of these
- F. All of these

Answer: A

Question: 7

A word processing unit has five word processors, one proofreader and one supervisor. How many jobs are in the unit?

- A. Two
- B. Three
- C. Six
- D. Seven

Answer: B

Question: 8

Which of the following is considered one of the generic compensable factor groups?

- A. Values
- B. Behavior
- C. Knowledge
- D. Working conditions

Answer: D

Question: 9

What is fixed pay?

- A. Non-discretionary compensation that does not vary according to performance or results.
- B. Non-discretionary compensation that varies according to performance or results.
- C. Compensation that never changes
- D. Compensation that is targeted only to certain groups.

Answer: A

Question: 10

Which method of job evaluation uses multiple factor regression analysis that may be used to predict salary or grade levels for nonbenchmark jobs?

- A. Market pricing
- B. Ranking
- C. Job component
- D. Point factor

Answer: C