HRM 598 Week 1 Quiz

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1. *One of the reasons why the great majority of the uninsured in the United States are from working families is that*
   Many smaller employers are much less likely to offer health insurance than larger employers.
2. *Total CEO annual compensation at S&P 500 companies is roughly $12.3 million. At just over half that total ($6.5 million), which compensation component comprises the majority of that total compensation amount?*
   Stock grants
3. *Robert, the CEO of GameTrack Corporation, wants to restructure its pay plan without increasing labor costs in the long run. He is most likely to achieve this, while retaining his top employees, by:*
   Increasing incentive pay and decreasing base pay
4. *The degree to which pay influences individual and aggregate motivation among employees at any point in time is referred to as a(n):*
   Incentive effect
5. *Managers seek internal alignment within their organization by:*
   Paying on the basis of similarities among jobs
6. *Which of the following is given as an increment to base pay in recognition of past work behavior?*
   Merit increases
7. *Variable pay may also be called*
   Incentives
8. *Which of the following is a policy, and NOT an objective, of the pay model?*
   Competitiveness
9. *You are an HR manager, and your boss has told you to find the best way to raise job performance. After some research, you find that __________have the greatest instrumental value.*
   Monetary incentives