

HRM 598 Week 2 Quiz

1. *The problem that is most likely to be faced by organizations using an egalitarian pay structure is*

The difficulty in external recruitment

2. *Which of the following is true of internal alignment?*

It addresses pay relationships inside an organization.

3. *A structure based on value typically ranks jobs on:*

The relative contribution of skills

4. *When cooperation is important for successful organization performance, which of the following pay structures is most suitable?* **Egalitarian pay structure**

5. *Which of the following theories predicts that individual performance will be maximized when the pay differentials between job levels are large?*

Tournament theory

6. *The list of tasks, duties, and responsibilities that make up a job is known as a*

Job description

7. *All of the following EXCEPT _____ are ways to judge job analysis.*

Currency

8. *Mike, a job analyst, conducts a job analysis at Great Bread, Incorporated. George, a first-level supervisor at Great Bread, conducts an initial tour of the work site for Mike. According to the conventional job analysis procedures developed by the U.S. federal government, which of the following steps should Mike perform immediately after the initial tour?*

Mike should conduct an interview with George to get an overview of the job and to understand how the major duties fit together.

9. *When job analysis shows that managers and employees disagree on parts of a job, the best answer is to:*

Collect more data