HRM 598 Week 4 Quiz

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1. *When a company moves from an individual incentive plan to a group incentive plan, the company is most likely to experience*
   Higher turnover among high performers
2. *When designing a pay-for-performance plan, effectiveness is dependent on three things: efficiency, equity, and __________*
   Compliance
3. *Company X pays for performance. Allan, an employee of the company, is not in favor of this reward system and, therefore, leaves Company X in search of another company with different rules for getting rewards. This is an example of the:*
   Sorting effect
4. *When employee performance is easily measured and the organization's performance is fairly stable over time, the most effective type of compensation is to offer*
   Monetary rewards with large incentives
5. *When pay is based on individual performance, turnover tends to be highest among*
   Poor performeres
6. *Tim loves his job where he is paid very well for his individual performance. He is dismayed when the company announces a plan to transition to a group performance pay system. Tim is already planning to switch companies to one that pays only on his individual performance. Tim is most likely _*
   An individualist
7. *Components identified as vital to the success of both Scanlon and Rucker plans are*
   A productivity norm and effective worker committees
8. *A team leader with a free-rider problem in his team can most likely maximize the performance of his team by:*
   Specifying performance levels and due dates
9. *Which of the following statements is true of individual spot awards?*