HRM 598 Week 5 Quiz

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1. ________*allows employees who resign or are laid off through no fault of their own to continue receiving health coverage under their employer's plan at a cost borne by the employee.*
   The Consolidated Omnibus Budget Reconciliation Act (1984)
2. *One of the most preferred benefits is* ________.
   Profit sharing
3. *Which of the following statements is true of employee benefits?*
   Group insurance has relatively easy qualification standards
4. *Various studies have found that only two specific benefits curtailed employee turnover, namely _and* ________.
   Pensions; medical coverage
5. *Which of the following companies uses probationary periods as a cost-containment measure?*
   DLG Corporation, which excludes its new recruits from benefit coverage until they complete a year
6. *In an attempt to reduce the employee benefits cost to the company, GrindStop Corp. restricts the number of visits to the dentists covered in the dental plan to two per year for each employee. Which of the following cost-containment strategies is being used by GrindStop?* **Benefit limitations**
7. *A benefit plan that allocates a set dollar amount to employees and allows them to select benefits is called an ____plan.*
   A flexible benefit
8. *Surveys show that the most highly valued employee benefit is*
   Medical insurance
9. *A survey shows that most employees are responding to increased benefits costs by:*
   Requiring employees to pay higher deductibles and copays
10. *Which of the following is an advantage of flexible benefits plans?*
    They increase the involvement of employees in choosing benefit plans.