

HRM 598 Week 7 Quiz

Management Aspects of Compensation

1. *An early study of the effects of the living wage law in Los Angeles found all of the following EXCEPT that*
A higher proportion of new hires were female
2. *Susan works in a sterile laboratory that requires her to scrub and put on protective clothing. Which of the following acts determines whether she should be paid for this time?*
The Portal-to-Portal Act
3. *The Worker Economic Opportunity Act*
States that income from most stock plans need not be included in calculating overtime pay.
4. *The _____ specifies the number of breaks that must be provided in an eight-hour workday.*
Portal-to-Portal Act
5. *Who among the following has violated the Fair Labor Standards Act of 1938?*
Jeremy, who employs his 16-year-old cousin in his meat-packing plant
6. *Which of the following is one of the basic steps in establishing a comparable-worth pay plan?*
Identifying the percentages of male and female employees in each job group
7. *The _____ Act extends the prevailing-wage concept to manufacturers or suppliers of goods for government contracts.* **Walsh-Healey Public Contracts Act.**
8. *Establishing a comparable-worth plan should include all of the following except:*
The wage-to-job evaluation point ratio should be based on the wages paid for female-dominated jobs.
9. *Under the _____, employers can be liable for current pay differences that are a result of discrimination that occurred many years earlier.*