

HRM Final Exam Study Guide Questions And Answers 100% Verified

1) Which of the following is an example of indirect financial compensation (employee benefits)?

- A) sales commission
- B) psychological welfare
- C) paid vacation
- D) hourly wage - answer ✓✓C

2) Direct financial compensation consists of the pay that a person receives in the form of wages, salaries, commissions, and health benefits.

- a. true
- b. false - answer ✓✓B

3) Which type of compensation increases an employee's base pay and contributes to cost control over time?

- A) merit pay
- B) incentive pay
- C) person-focused pay
- D) seniority-based pay - answer ✓✓A

4) John works at a company that uses a variety of heavy machines. John knows how to operate three of the machines, and if he learns how to use another one, his pay will increase. Which type of compensation plan is most likely used by John's employer?

- A) variable pay
- B) invariable pay
- C) lump sum pay
- D) skill-based pay - answer ✓✓D

5) The rationale for adopting seniority pay plans is described by which theory?

- A) job-based theory

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Albert A Gayle



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Human Resource Management in Public Service Evan M. Berman, James S. Bowman, Jonathan P. West, Montgomery R. Van Wart, 2019-01-31 Recognizing the inherent tensions and contradictions that result from managing people in organizations *Human Resource Management in Public Service Paradoxes Processes and Problems* offers provocative and thorough coverage of the complex issues of management in the public sector Continuing the award winning tradition of previous editions this Sixth Edition helps you to understand complex managerial puzzles and explores the stages of the employment process including recruitment selection training legal rights and responsibilities compensation and appraisal Grounded in real public service experiences the book emphasizes hands on skill building and problem solving New to the Sixth Edition Ethics case studies have been added to all the chapters enabling you to learn about a variety of ethical situations that come up in management Updated and consolidated recruiting strategies offer you a window into the most current methods used in the recruitment process and provide insight into the job seeker s perspective New examples from a broad range of local state federal and international settings enable you to apply key concepts to common management issues

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