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QUESTION 1

Which of the following is an example of a flexible work arrangement?

- A. Compressed work week
- B. Work redesign
- C. Career flexibility
- D. Full-time work.

Correct Answer: A

QUESTION 2

How should appraisers address performance deficiencies on performance appraisals?

- A. Avoid discussing them
- B. Focus the entire appraisal on the areas that need attention
- C. Balance every deficiency with a compliment, even if the compliments are for minor accomplishments
- D. Provide specific information about deficiencies that affect performance.

Correct Answer: D

QUESTION 3

Which statement is most accurate regarding the effect of taxation on the benefits that employers offer?

- A. Taxation has no effect on employee benefits; employers offer benefits for competitive reasons only.
- B. Taxation is the primary reason that employers offer benefits; in the absence of tax incentives, employers would be unlikely to offer them.
- C. Taxation affects the level of benefits offered, the source of benefits and the employer/employee cost-sharing basis.

Correct Answer: C

QUESTION 4

Which of the following is primarily focused special attention to employee actions, efforts, behavior or performance?

- A. Compensation
- B. Benefits



C. Career opportunities

D. Recognition

Correct Answer: D

QUESTION 5

Employer-sponsored death benefits are most commonly based on which of the following?

A. The size of the employee's family

B. The employee's annual salary

C. The employee's health history

D. The employee's premium contributions

Correct Answer: B

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