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QUESTION 1

How should learning opportunities to enhance a current job best be determined?

- A. By each employee's pay grade
- B. By what is available on the annual development schedule
- C. By what is appropriate for the business and the job
- D. By what the manager thinks the employee should have

Correct Answer: C

QUESTION 2

What does the size of a merit increase have to do with the success of a merit pay program?

- A. Increase must be equitable within a department
- B. Increases must not be deemed inconsequential to employees
- C. Increase given to star employees must be at least triple of those given to average performers.
- D. Even small increases should not be given to less-than-average performers.

Correct Answer: B

QUESTION 3

Work-life programs began in many organizations in response to the growing need of dual income parents for child care resource and referral services. These dependent care services have greatly expanded to include which of the following programs?

- A. Financial wellness
- B. Sabbaticals
- C. Concierge services
- D. Elder care support

Correct Answer: B

QUESTION 4

Health care systems in different world regions are influenced by the beliefs, values, culture and perceptions regarding the role of whom in providing health care to its citizens?



- A. The role of physicians
- B. The role of company executives
- C. The role of shareholders
- D. The role of government

Correct Answer: D

QUESTION 5

What type of pay increase is given when an organization finds that its compensation program is behind competitive market rates?

- A. General
- B. Cost of living
- C. Automatic
- D. Merit.

Correct Answer: A

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