

Question 1

Audrey is a lawyer in a mid-size firm in Chicago. She recently learned that another lawyer who joined the firm at the same time earns a lower salary than she does. Which form of equity is most relevant to Audrey's situation?

- A) internal
- B) procedural
- C) individual
- D) distributive

Answer: <https://biology-forums.com/index.php?topic=678857>

Question 2

All of the following are ways in which an HR manager most likely assists and advises line managers EXCEPT _____.

- A) administering health and accident insurance programs
- B) hiring, training, and evaluating employees
- C) representing employees' interests to upper management
- D) making strategic business planning decisions

Answer: <https://biology-forums.com/index.php?topic=677185>

Question 3

Wells Fargo and Company is a financial services firm that provides banking, insurance, and mortgage services at 10,000 stores nationwide. Wells Fargo offers its employees many professional development opportunities such as training programs and tuition reimbursement. Wells Fargo executives are considering the expansion of the firm's existing training programs after employees have expressed strong interest in the idea. Which of the following, if true, best supports the argument that Wells Fargo should integrate computer simulations into its training program for bank tellers?

- A) Wells Fargo is one of the few financial institutions to require all employees to participate in at least 30 hours of training each year.
- B) Wells Fargo bank tellers use electronic performance support systems to assist them with handling complicated bank transactions.
- C) Employee surveys indicate that many Wells Fargo bank tellers are uncertain about the best methods for handling angry customers.
- D) The Wells Fargo intranet-based learning portal provides employees with access to a variety of training courses.

Answer: <https://biology-forums.com/index.php?topic=678409>

Question 4

Which of the following is the most commonly used reward for motivating employees?

- A) variable pay
- B) individual travel
- C) recognition programs
- D) training programs

Answer: <https://biology-forums.com/index.php?topic=678971>

Question 5

The majority of selection interviews are one-on-one and sequential.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=678440>

Question 6

Which of the following requires workers to make daily listings of the activities in which they engage as well as the amount of time each activity takes?

- A) flowchart
- B) agenda
- C) log
- D) outline

Answer: <https://biology-forums.com/index.php?topic=677623>

Question 7

Cost leadership, differentiation, and focus strategies are types of corporate-level strategies.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=677483>

Question 8

A key concept of the textbook is that human resource management is the sole responsibility of human resource managers, so line managers and staff managers rely heavily on HR specialists to hire the best employees.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=677272>

Question 9

Because the minimum wage is set by the Fair Labor Standards Act, there is no variation from state to state in the minimum wage paid to hourly workers.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=678906>

Question 10

The use of human resource metrics is essential for _____.

- A) management by objectives
- B) emergent employee behaviors
- C) evidence-based management
- D) corporate-level strategies

Answer: <https://biology-forums.com/index.php?topic=677454>

Question 11

In bumping and layoff procedures, which of the following factors is most significant in determining which employees will remain employed with a firm?

- A) ability
- B) merit
- C) seniority
- D) appraisals

Answer: <https://biology-forums.com/index.php?topic=677585>

Question 12

Which type of interview questions are most likely designed to probe an applicant's motivation to meet the job's requirements through activities such as physical labor, customer service, and frequent travel?

- A) job knowledge
- B) personality
- C) behavioral
- D) willingness

Answer: <https://biology-forums.com/index.php?topic=678402>

Question 13

Advocates of competency-based pay assert that the system encourages employees to develop the knowledge, skills, and behaviors a firm needs to achieve its strategic goals.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=678924>

Question 14

Carl recently participated in a selection test for a position at Northern Aeronautics. The test measured Carl's finger dexterity and reaction time, so it was most likely a _____ test.

- A) motor ability
- B) cognitive
- C) interest
- D) personality

Answer: <https://biology-forums.com/index.php?topic=678045>

Question 15

Which of the following terms refers to systematically moving workers from one job to another?

- A) Job enrichment
- B) Job adjustment
- C) Job enlargement
- D) Job rotation

Answer: <https://biology-forums.com/index.php?topic=677676>

Question 16

Which of the following best describes the purpose of the Newborn Mother's Protection Act?

- A) guarantee pension plans and health insurance coverage for female employees who have recently given birth
- B) prevent employers from discriminating against women affected by pregnancy or childbirth in respect to benefits coverage
- C) prohibit employer health plans from using incentives to encourage employees to leave the hospital after childbirth sooner than legally required
- D) set minimum requirements for accessing the health records of female employees

Answer: <https://biology-forums.com/index.php?topic=679084>

Question 17

What is the difference between layoffs and downsizings? What are the alternatives to layoffs and downsizings?

Answer: <https://biology-forums.com/index.php?topic=677683>

Question 18

The Americans with Disabilities Act (ADA) requires that organizations have job descriptions that list the essential functions of all jobs.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=677722>

Question 19

In *O'Connor v. Consolidated Coin Caterers Corp.*, the Supreme Court held that an employee who is over 40 may sue for discrimination if he or she is replaced by a "significantly younger" employee, even if the replacement is also over 40.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=677363>

Question 20

Kate works as a nurse on temporary assignment for hospitals throughout the region on an as-needed basis. Kate is most likely _____.

- A) participating in a job rotation
- B) using job enlargement
- C) benchmarking jobs
- D) working as a contingent worker

Answer: <https://biology-forums.com/index.php?topic=677858>