

# 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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*An Introduction to Human Resource Management* Nick Wilton,2016-04-30 Get 12 months FREE access to an interactive eBook when purchasing the paperback Reflecting the global nature of the workplace with its use of real world examples and case studies Nick Wilton s book is not another How to of HRM in practice but goes beyond the prescriptive approach to the practice of strategic HRM and encourages critical reflection to prepare students for the issues and dilemmas they could face in their careers Providing an introduction to the management of people in work organizations it seeks to outline the purpose and operation of HRM activities in the real world whilst situating practice in the context of associated debates and controversies played out in the parallel field of academic study It adopts a critical perspective on the study and practice of HRM to provide the reader with an understanding not only of the potential for HRM to contribute to both improved organizational performance and individual well being in the workplace but also why it very often fails to achieve either of these positive outcomes and suggests that the management of people is not the exclusive preserve of HR specialists but an area of interest or concern for all organizational actors The new edition comes packed with features that encourage readers to engage and relate theory to practice including Management skills and attributes boxes outlining the required competencies of line managers and HR practitioners HR in practice boxes illustrating how HRM theory works in real world practice Ethical insights presenting ethical considerations for budding practitioners Global insights highlighting practices around the world Research insights inviting students to explore further academic research Case Studies and Examples offering a more in depth look at HRM across a variety of organizations A free interactive eBook featuring author videos web links interactive multiple choice questions free SAGE journal articles extended case studies and other relevant links allowing access on the go and encouraging learning and retention whatever the reading or learning style Aimed at students across the academic spectrum whether studying on a specialist HRM or CIPD program of study a generalist business and management programme or studying HRM as part of a programme in an unrelated discipline such as engineering or humanities Interactivity only available through VitalSource eBook included as part of paperback product ISBN 9781473954199 Access not guaranteed on second hand copies as access code may have previously been redeemed     **Personnel Management Abstracts** ,1983     Forthcoming Books Rose Arny,1983     **The Lancet** ,1930     **Promoting Health and Safety in European Small and Medium-sized Enterprises (SMEs)** European Agency for Safety and Health at Work,2001

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