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Question 1

Question Type: MultipleChoice

Which of the following is considered one of the generic compensable factor groups?

Options:

A- Values

B- Behavior

C- Knowledge

D- Working conditions

Answer:

D

Question 2

Question Type: MultipleChoice

When would the paired-comparison approach be preferred over the simple ranking approach?

Options:

- A- When evaluating a larger number of jobs
- B- When there is a need for accurate market data
- C- When the cost of simple ranking becomes prohibitive
- D- When there is insufficient information on job content

Answer:

A

Question 3

Question Type: MultipleChoice

Which of the following best describes the ranking method of job content evaluation?

Options:

- A- It ranks jobs based on the level of complexity of the work.
- B- It requires a high degree of technical knowledge of the job.
- C- It is a whole-job rather than a factor-based job evaluation method.
- D- It is difficult and expensive to implement.

Answer:

C

Question 4

Question Type: MultipleChoice

What are the two nonquantitative job evaluation methods?

Options:

- A- Ranking and classification

B- Job component and point factor

C- Market-based and job content

Answer:

A

Question 5

Question Type: MultipleChoice

What is the most frequently used method to evaluate executive level positions?

Options:

A- Point-factor

B- Ranking

C- Paired-comparison

D- Market pricing

Answer:

D

Question 6

Question Type: MultipleChoice

Which of the following best describes the relevant labor markets in which organizations compete for employees?

Options:

A- They differ by job groups/levels.

B- They are limited to the local market of operations.

C- They are usually defined in terms of organization type. Ex nonprofit, privately owned, corporation.

Answer:

A

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