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Question 1

Question Type: MultipleChoice

What is one of the advantages of using a job evaluation committee to evaluate jobs?

Options:

- A- The job evaluation process can be completed more quickly and efficiently.
- B- Committee members can clarify job content information found in job documentation.
- C- Committee members can dedicate whatever time is needed to accomplish the evaluation prior to the deadline.
- D- The decisions made are less likely to be affected by turf issues and incumbent bias.

Answer:

B

Question 2

Question Type: MultipleChoice

Which of the following job evaluation methods is generally easier to communicate to employees?

Options:

- A- Classification
- B- Job component
- C- Point factor
- D- Market pricing

Answer:

D

Question 3

Question Type: MultipleChoice

What best describes an important factor that should be considered when selecting a job evaluation strategy?

Options:

- A- The prevalence of the strategy among industry competitors
- B- The availability of a qualified consultant to assist with design and implementation
- C- The relative emphasis on either internal equity or external competitiveness
- D- The research results on the reliability of different approaches

Answer:

C

Question 4

Question Type: MultipleChoice

What is one of the advantages of the point factor job evaluation method?

Options:

- A- It is inexpensive to develop and/or purchase

- B-** It creates a flexible job worth hierarchy
- C-** it is responsive to pay equity laws.
- D-** It can be implemented quickly and easily.

Answer:

C

Question 5

Question Type: MultipleChoice

What is one of the steps in the point factor job evaluation method?

Options:

- A-** Define the budget that will be needed
- B-** Define the degree levels within each compensable factor
- C-** Define as many levels as possible within each factor to ensure an adequate degree of distinction.
- D-** Determine the dependent and independent variables in the regression analysis for each degree level

Answer:

B

Question 6

Question Type: MultipleChoice

Which method of job evaluation uses multiple factor regression analysis that may be used to predict salary or grade levels for nonbenchmark jobs?

Options:

- A- Market pricing
- B- Ranking
- C- Job component
- D- Point factor

Answer:

C

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