**PME 602 Final Exam Study Guide**

**Each Question = 3 Points**

**1.With respect to employee participation in decision making, the more agents there are, the lower the monitoring cost:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**2.According to Geert Hofstede's research, countries with individualist cultures were wealthier:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**3. Field generalists help line executives, strategically address people issues, and ensure that the HRM systems are in place to enable the business to execute its strategy:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**4. Whereas employee wellness programs deal with employees who have developed problems at work because of health-related issues, employee assistance programs (EAPs. take a proactive and preemptive focus on trying to prevent health-related problems in the first place:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**5. Which of the following would be most appropriate to help employees understand the situations that managers face and the decisions they have to make?**

|  |  |
| --- | --- |
|  | interviews |
|  | leaderless group discussions |
|  | focus group discussions |
|  | personality tests |
|  | role-plays |

**6. Which of the following scenarios is likely to be valued in a culture with a short-term orientation?**

|  |  |
| --- | --- |
|  | Manuel's thriftiness to save the company money |
|  | Gianni's ability to save money for the future |
|  | Jackie's persistence to get the job done |
|  | Kyanna's focus on the future |
|  | LeeAnn's reliance on traditions |

**7. Which of the following is human resource accounting likely to include?**

|  |  |
| --- | --- |
|  | turnover costs |
|  | absenteeism |
|  | capitalization of salary |
|  | the impact of positive employee attitude |
|  | gains from selection programs |

**8. A(n. \_\_\_\_\_\_\_\_ program is based on group or plant performance that does not become part of the employee's base salary.**

|  |  |
| --- | --- |
|  | merit pay |
|  | profit-sharing |
|  | stock option |
|  | gainsharing |
|  | individual incentive |

**9. Which of the following is a. True of employees' movements across an organization?**

|  |  |
| --- | --- |
|  | A transfer always includes a raise in pay and position. |
|  | A promotion usually does not include a raise in pay or responsibility. |
|  | A transfer usually includes an increase in responsibility and authority. |
|  | A promotion usually occurs across different departments of the organization. |
|  | A downward move may involve a move to another position at the same level. |

**10. Which of the following is the definition of compensable factors?**

|  |  |
| --- | --- |
|  | They are jobs that are unique to organizations and that cannot be directly valued or compared through the use of market surveys. |
|  | They are the characteristics of jobs that an organization values and chooses to pay for. |
|  | They are the jobs that have relatively stable content and are common to many organizations. |
|  | They are the factors that describe the relationship between a job's pay and its job evaluation points. |
|  | They are the jobs that are of similar worth or content grouped together for pay administration purposes. |

**11. The use of work experiences in training is higher than that in development:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**12. Group cohesiveness and support for individual members decrease through exposure and joint efforts found in team-building activities:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**13. Which of the following dimensions includes the skills required to evaluate the host environment?**

|  |  |
| --- | --- |
|  | the work dimension |
|  | the self-dimension |
|  | the relationship dimension |
|  | the perception dimension |
|  | the process dimension |

**14. Which of the following assessments is based on Carl Jung's personality type theory?**

|  |  |
| --- | --- |
|  | the Strong Interest Inventory |
|  | the Myers-Briggs Type Indicator |
|  | the Big Five Personality Test |
|  | the Rorschach inkblot test |
|  | the Eysenck Personality Questionnaire |

**15. In a merit increase grid, the \_\_\_\_\_\_\_\_ determines the size and frequency of pay increases:**

|  |  |
| --- | --- |
|  | time spent in the current pay grade |
|  | overall profitability of the company |
|  | employees' seniority |
|  | comparative-ratio of employees |
|  | the skill developed by the employee |

**16. The adaptive skills required to maintain a positive self-image and psychological well-being are categorized into the perception dimension:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**17. If management voluntarily recognizes a union or if a union already represents employees, the focus is shifted from dealing with employees as individuals to dealing with them as a group:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**18. One limitation of the comparable worth policy is that it targets single employers, ignoring that men and women tend to work for different employers:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**19. Explanation, consideration, social sensitivity, and empathy are key determinants of:**

|  |  |
| --- | --- |
|  | perceptual justice. |
|  | interactional justice. |
|  | procedural justice. |
|  | outcome justice. |
|  | task justice. |

**20. Valence of pay outcomes should change according to different pay systems:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**21. Which of the following statements offers the strongest predictor of employee turnover?**

|  |  |
| --- | --- |
|  | "The company's sales goals for next year seem totally out of reach." |
|  | "Most of my best friends are co-workers from the office." |
|  | "This company should offer more skills development opportunities." |
|  | "The department head is good at her job but not very personable." |
|  | "I think some of my team members just skate by on my efforts." |

**22. Companies that do business in other countries have to present compensation packages to expatriate managers that are competitive in take-home, rather than gross, pay:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**23. Which of the following statements about training is correct?**

|  |  |
| --- | --- |
|  | It prepares employees primarily for changes in job requirements. |
|  | Participation in training programs is voluntary. |
|  | It increases an employee's ability to move into jobs that do not yet exist. |
|  | It makes very little use of employees' work experiences. |
|  | It focuses on employees' future jobs. |

**24. The evidence on the linkage between negative affectivity and job satisfaction suggests the importance of personnel selection as a way of raising overall levels of employee satisfaction:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**25. \_\_\_\_\_\_\_\_ show the types of information used within a business function and the association among the different types of information:**

|  |  |
| --- | --- |
|  | Focus groups |
|  | Scenario analyses |
|  | Cost-benefit analyses |
|  | Data-entity relationship diagrams |
|  | Data-flow diagrams |

**26. Negative affectivity is primarily influenced by:**

|  |  |
| --- | --- |
|  | availability of social support. |
|  | disposition of individuals. |
|  | organizational roles. |
|  | work environment. |
|  | pay and benefits. |

**27. Which of the following best describes gross domestic product?**

|  |  |
| --- | --- |
|  | It is a measure of personal income. |
|  | It is the cost of producing a certain number of outputs produced in an economy. |
|  | It is the output produced by an employee in contrast to the input used by the employee. |
|  | It is the total output of an economy. |
|  | It is the total input used by an economy to produce a definite output. |

**28. Which of the following HR practices is least likely to be effective for organizations based in collectivist cultures such as Japan?**

|  |  |
| --- | --- |
|  | employee assistance programs |
|  | participative management practices |
|  | individual-based incentives |
|  | project-based organizational structures |
|  | tax structures that strengthen social responsibility |

**29. Uncertainty avoidance describes how a culture deals with hierarchical power relationships:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**30. Which of the following makes outcome-oriented contracts less likely to occur?**

|  |  |
| --- | --- |
|  | risk aversion among agents |
|  | high outcome uncertainty |
|  | more programmable jobs |
|  | less measurability of outcomes |
|  | low risk premium in compensations |

**31. Most attempts to measure job satisfaction rely on:**

|  |  |
| --- | --- |
|  | observations of employees. |
|  | reports by co-workers. |
|  | workers' self-reports. |
|  | behavioral measures. |
|  | workers' performance reports. |

**32. Which of the following strategies includes activities such as selection and compensation?**

|  |  |
| --- | --- |
|  | transcendental |
|  | transpersonal |
|  | transformational |
|  | traditional |
|  | transactional |

**33. When a company expands from having one facility in another country to having a number of facilities in different countries, it is transforming from a(n:**

|  |  |
| --- | --- |
|  | domestic company to a global company. |
|  | domestic company to an international company. |
|  | international company to a multinational company. |
|  | multinational company to an international company. |
|  | global company to an international company. |

**34. The key driving force behind all the different forms of job withdrawal is job satisfaction:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**35. Activities focused on identifying workforce morale issues pertain to the role of a chief human resource officer (CHRO. being the leader of the HR function:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**36. Which of the following explains the high rate of voluntary turnover among the millennial generation of employees?**

|  |  |
| --- | --- |
|  | They put a premium on earning high salaries. |
|  | They are overburdened by new technology. |
|  | They need connection to the company mission. |
|  | They dislike working in team environments. |
|  | They resist pressure to enhance their skills. |

**37. Which of the following is a trend seen in union membership and coverage?**

|  |  |
| --- | --- |
|  | Union wage premium in the United States is substantially lower than in other advanced industrialized countries. |
|  | Codetermination is mandated by law in the United States. |
|  | The weak history of deep, class-based divisions in the United States has contributed to its low unionization rate. |
|  | The labor movement in the United States is broader than that in Western Europe. |
|  | In the United States, union membership and coverage are increasing in the private sector. |

**38. The individualism-collectivism dimension primarily describes:**

|  |  |
| --- | --- |
|  | the strength of the relationships between the members of a society. |
|  | how a culture deals with hierarchical relationships. |
|  | the unequal distribution of power within a society. |
|  | the division of roles between the sexes within a society. |
|  | how cultures seek to deal with the fact that the future is not perfectly predictable. |

**39. Most mentoring relationships develop informally as a result of interests or values shared by the mentor and protégé:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**40. Which of the following is an example of an employer unfair labor practice?**

|  |  |
| --- | --- |
|  | Diego, the union representative, causes threats of bodily injury to employees. |
|  | Karla, a supervisor, pretends to spy on union meetings. |
|  | Chang, a union member, terminates an existing contract and strikes for a new one without informing the employer. |
|  | Manu, a worker, causes the discharge of an employee who spoke out against a contract proposed by the union. |
|  | Tamara, a nonunion employee, causes a member to include illegal provisions in a contract. |

**41. Which of the following is a focus of external equity pay?**

|  |  |
| --- | --- |
|  | other employees in the same organization in the same job are paid. |
|  | other employees in the same organization but in a different job are paid. |
|  | employees in other organizations are paid for doing the same general job. |
|  | employees in other organizations are paid for doing other jobs with higher responsibility. |
|  | employees in other organizations are paid for doing other jobs with lower responsibility. |

**42. Which of the following statements is a. True about the Fair Labor Standards Act (FLSA). ?**

|  |  |
| --- | --- |
|  | The current minimum wage set by the FLSA is $5.25 per hour. |
|  | It states that employees cannot be made to work overtime. |
|  | Exempt employees are eligible for overtime pay. |
|  | It exempts executive, professional, and administrative occupations from FLSA coverage. |
|  | Under FLSA, exempt status is independent of job responsibilities and salary. |

**43. The equity theory suggests that people evaluate the fairness of their situations by comparing them with how they were treated in their previous organization:**

|  |  |
| --- | --- |
|  | True |
|  | False |

**44. Which of the following roles of a chief human resource officer (CHRO). entails discussions on executive compensation and CEO performance?**

|  |  |
| --- | --- |
|  | leader of the HR function |
|  | liaison to the board |
|  | strategic advisor |
|  | workforce sensor |
|  | talent architect |

**45. At orientation for new employees you remind them that their jobs are part of a union shop. What does that mean?**

|  |  |
| --- | --- |
|  | It is a union security provision that requires a person to join the union within a certain amount of time after being hired. |
|  | It is a union security provision that requires the payment of dues but not a membership. |
|  | It is a union security provision that requires a person to be a union member before being hired. |
|  | It is a union contract provision that requires an employer to deduct union dues from employees' paychecks. |
|  | It is a union contract provision that prohibits a person from joining the union within 30 days of employment. |

**46. Who can use mediation to facilitate negotiations?**

|  |  |
| --- | --- |
|  | only the transportation industry |
|  | only federal government employees |
|  | only the private sector |
|  | both the public and private sectors |
|  | only the public sector |

**47. Which of the following is likely to be valued in a culture with a long-term orientation?**

|  |  |
| --- | --- |
|  | tradition |
|  | history |
|  | social obligation |
|  | persistence |
|  | respect for the past |

**48. The employment-at-will doctrine:**

|  |  |
| --- | --- |
|  | has become more influential in recent years. |
|  | has more legal consequences in voluntary turnover than in involuntary turnover. |
|  | implies that a person may leave an organization at will despite an existing contract. |
|  | allows employers to discharge people at will without sufficient reasons for the discharge. |
|  | states that in the absence of a specific contract, either party could sever the employment. |

**49. How would you describe ability and motivation?**

|  |  |
| --- | --- |
|  | attitudes |
|  | behaviors |
|  | values |
|  | rewards |
|  | goals |

**50. Under a neutrality provision, the employer pledges to oppose organizing attempts elsewhere in the company:**

|  |  |
| --- | --- |
|  | True |
|  | False |