**PME 602**

**January 2023**

Final Exam Notes

The use of work experiences in training is not higher than that in development.

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

Employee wellness programs do not deal with employees who have developed problems at work because of health-related issues,

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

The equity theory does not suggest that people evaluate the fairness of their situations by comparing them with how they were treated in their previous organization.

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

Valence of pay outcomes should not change according to different pay systems.

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

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.

Under a neutrality provision, the employer does not pledge to oppose organizing attempts elsewhere in the company.

Uncertainty avoidance does not describe how a culture deals with hierarchical power relationships.

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| The adaptive skills do not require to maintain a positive self-image and psychological well-being. |  |  |

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.

Activities focused on identifying workforce morale issues do not pertain to the role of a chief human resource officer (CHRO. being the leader of the HR function.

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.

Group cohesiveness and support for individual members does not decrease through exposure and joint efforts found in team-building activities.

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.

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

Training makes very little use of employees’ work experience.

The Myers-Briggs Type indicator assessments is based on Carl Jung's personality type theory.

Role plays would be most appropriate to help employees understand the situations that managers face and the decisions they have to make.

A downward move may involve a move to another position at the same level.

The employment-at-will doctrine states that in absence of a specific contract, either party could sever the employment.

Explanation, consideration, social sensitivity, and empathy are key determinants of interactional justice.

The high rate of voluntary turnover among the millennial generation of employees can be explained by the lack of connection to the company’s mission.

Most attempts to measure job satisfaction rely on workers’ self-reports.

External equity pay compares how much employees in other organizations are paid for doing the same general job.

compensable factors are the characteristics of jobs that an organization values and chooses to pay for.

The Gross Domestic Product is the total output of an economy.

The Fair Labor Standards Act (FLSA) exempts executive, professional, and administrative occupations from FLSA coverage.

Ability and motivation are behaviors.

Risk-aversed agents would make outcome-oriented contracts less likely to occur.

In a merit increase grid, the comp a ratio of employees determines the size and frequency of pay increases.

A “Gainsharing” program is based on group or plant performance that does not become part of the employee's base salary.

Both the public and private sectors can use mediation to facilitate negotiations.

At orientation for new employees, you remind them that their jobs are part of a union shop. That means that it is a union security provision that requires a person to join the union within a certain amount of time after being hired.

When a supervisor pretends to spy on union activities it is an example of an employer unfair labor practice.

The weak history of deep, class-based divisions in the United States has contributed to low unionization rate.

An Individual-based incentive is least likely to be effective for organizations based in collectivist cultures such as Japan.

Persistence is likely to be valued in a culture with a long-term orientation.

When a company expands from having one facility in another country to having a number of facilities in different countries, it is transforming from an international company to a multinational company.

The perception dimension consists of the skills required to evaluate the host environment.

Traditional strategies include activities such as selection and compensation.

Capitalization of salary is human resource accounting to be likely to included.

Data- entity relationship diagrams show the types of information used within a business function and the association among the different types of information.

“Liaison-to-the-board” role of a chief human resource officer (CHRO. entails discussions on executive compensation and CEO performance.

The statement such as: ”Most of my best friends are co-workers from the office”, offers the strongest predictor of employee turnover.

Negative affectivity is primarily influenced by disposition of individuals.

The individualism-collectivism dimension primarily describes the strength of the relationships between the members of a society.

Reliance on tradition is likely to be valued in a culture with a short-term orientation.