

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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