

Chapter 8 - Performance Management

1. What is the key purpose of performance reviews/evaluations when they are used for pay-for-performance decisions?
 - a. signalling purpose
 - b. symbolic purpose
 - c. **administrative purpose**
 - d. developmental purpose

2. How often should performance feedback be delivered?
 - a. It should be done at least annually.
 - b. It depends on the organizational culture, industry, and supervisor's style.
 - c. It should be done at regular intervals—the more frequent the better.
 - d. **It should be an ongoing, regular part of supervisor-subordinate interactions.**

11. Suppose the performance reviews that salespeople receive are based solely on sales revenue to the exclusion of other important factors. Which of the following would these performance evaluations suffer from?
 - a. criterion contamination
 - b. lack of reliability
 - c. **criterion deficiency**
 - d. lack of criterion relevance

13. If a performance standard is found to be stable or consistent over time, it is said to be which of the following?
 - a. **reliable**
 - b. relevant
 - c. steady
 - d. valid

15. Suppose the performance reviews that delivery drivers receive are partially influenced by the fact that some drivers operate in areas where there are major traffic problems while others operate in areas with few traffic problems. Which of the following would these performance reviews suffer from?
 - a. **criterion contamination**
 - b. lack of relevance
 - c. lack of reliability
 - d. rater bias

23. Which of the following are peer evaluations best suited for?
 - a. administrative purposes
 - b. **developmental purposes**
 - c. strategic purposes
 - d. budgetary purposes

25. Tracy was evaluated by multiple raters in her last job, including her supervisor, customers, peers, and clients. What performance evaluation system was most likely used in this instance?
 - a. whole-team evaluations
 - b. peer evaluations
 - c. **360-degree feedback**
 - d. multiplicative

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Shasha Hu



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