Unit 6 - Week 4

Assignment 4

Due: 2023-02-06, 23:59 IST

Pay that employees generally view as equitable is known as:

- Equal pay
- Fair pay
- Internal equity
- External equity

A system of pay discrimination where employees have access to information about their versus compensation levels and their compensation decisions are made, is known as:

- Open pay
- Secret pay
- Pre-disclosure pay
- Post-disclosure pay
- Pre-pay
- Post-pay
- Competitive pay
- Internal equity
- External equity

A system of pay discrimination where employees do not have access to information about their versus compensation levels and their compensation decisions are made, is known as:

- Open pay
- Secret pay
- Pre-disclosure pay
- Post-disclosure pay
- Pre-pay
- Post-pay
- Competitive pay
- Internal equity
- External equity

A decision for compensation plans that places most employees under the same compensation system is known as:

- Equitarian
- Egalitarian
- Eutaxic
- Echidnian
- Fairness
- Justice
- Inequality
- Injustice

A decision for compensation plans that establishes different plans by employee group is known as:

- Equitarian
- Egalitarian
- Eutaxic
- Echidnian
- Fairness
- Justice
- Inequality
- Injustice

An approach towards compensation that assumes that workers should be paid according to how flexible or capable they are performing multiple tasks, is termed as:

- Skill-based approach
- Job matrix approach
- Multifunctional approach
- Capability approach

Pay decisions are said to be centralised when:

- The compensation decisions are made in tightly controlled single point location irrespective of all units of the organisation
- The compensation decisions are delegated to the managers of the firm's units

Pay decisions are said to be decentralised when:

- The compensation decisions are made in tightly controlled single point location irrespective of all units of the organisation
- The compensation decisions are delegated to the managers of the firm's units