Assignment 11

The due date for submitting this assignment has passed.

To be submitted

1) The process of developing and implementing reward systems starts with:
   a) Developing objectives
   b) Developing performance
   c) Defining system objectives
   d) None of the above
   
   No, the answer is incorrect.
   Accepted Answers:
   a) Developing objectives

2) Identifying key issues and problems to indicate where action needs to be taken indicates:
   a) Bench marking
   b) Reverse engineering
   c) Diagnosis
   d) None of the above
   
   No, the answer is incorrect.
   Accepted Answers:
   c) Diagnosis

3) ___________ provides specific guidelines for decision making and offers a framework for handling the reward system.

   a) Reward timetable
   b) Reward positions
   c) Reward discussions
   d) None of the above
   
   No, the answer is incorrect.
   Accepted Answers:
   e) Reward positions

4)Exists whether the following is true or false.

   Pay policy of a company is also referred to as a pay policy.
   a) True
   b) False
   
   No, the answer is incorrect.
   Accepted Answers:
   a) True

5) ___________, reserves varying the reward package for different jobs or to reflect the types and levels of contribution people make, or providing 1 point rewards that are linked to meet individual needs.

   a) Targeting
   b) Planning
   c) Fragmentation
   d) None of the above
   
   No, the answer is incorrect.
   Accepted Answers:
   b) Planning

6) Exists whether the following is true or false.

   Reward policy is not at all influenced by the culture and reward philosophy of the organization and the pressure on the business to obtain and retaining high-quality employees. It entirely depends on the financial position of an organization.
   a) True
   b) False
   
   No, the answer is incorrect.
   Accepted Answers:
   a) False

7) In case of ____________, it is to be determined whether pay has to be increased or not to fill into the new table.

   a) Open ended staff
   b) Fixed cost staff
   c) Team staff
   d) People outside staff
   
   No, the answer is incorrect.
   Accepted Answers:
   d) People outside staff

8) ____________ = actual rate of pay (limit or reference point of range) + 100

   a) Compara rates
   b) Index ratio
   c) High-low index
   d) Pay ratio
   
   No, the answer is incorrect.
   Accepted Answers:
   a) Compara rates

9) Exists whether the following is true or false.

   Cost of living need to be considered while conducting pay reviews.
   a) True
   b) False
   
   No, the answer is incorrect.
   Accepted Answers:
   b) False

10) Exists whether the following is true or false.

    Evidence-based development is all about considering the strengths and weakness of the present reward management system and benchmarking it with good practices.
    a) True
    b) False
    
    No, the answer is incorrect.
    Accepted Answers:
    a) True