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QUESTION 1

What performance measurement system is most likely to include cost of capital when evaluating performance?

- A. Business Excellence Model
- B. Shareholder Value Added
- C. Activity Based Costing
- D. Competitive Benchmarking

Correct Answer: C

QUESTION 2

What type of equity incentive gives employees the right to purchase company shares at a specified price?

- A. Stock/share options
- B. Stock/share grants
- C. Restricted stock/shares
- D. Performance units.

Correct Answer: A

QUESTION 3

Which method of job evaluation uses a "whole-job" approach to determine the importance of each job to the company?

- A. Job component
- B. Ranking
- C. Benchmark
- D. Point factor

Correct Answer: B

QUESTION 4

Work-life effectiveness includes a philosophy that actively supports which of the following?

- A. Employees' efforts to telework whenever they wish
- B. Efforts to help employees achieve success both at work and at home



C. Organizational business objectives

D. The Board's attempt to influence the company's day-to-day operations

Correct Answer: B

QUESTION 5

Why should the annual development and career opportunities discussion take place separately from the performance discussion?

A. To change the focus from reviewing past performance to planning for future performance

B. To allow the manager to rank the employee after the performance discussion

C. To allow both the manager and employee to have a "cooling off" period

D. To allow human resources adequate time to post new job opportunities.

Correct Answer: A

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