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Exam : C2

Title : C2: Job Analysis,
Documentation and
Evaluation

Version : DEMO

1. At the end of the Total Rewards Design Process you should return to Business Strategy.

- A. True
- B. False

Answer: A

2. Job analysis is best described as something that _____?

- A. Provides key information about the nature of and level of work performed.
- B. Includes written information about job content or the functions of the job and required knowledge
- C. Creates a job worth hierarchy using market data or job content
- D. Illustrates where each job fits, relative to other jobs.
- E. None of these

Answer: A

3. Supervisors are important in the job analysis process because _____.

- A. They can provide important validation of incumbent input
- B. They can provide a more objective and consistent approach to analyzing job content
- C. They may have the most detailed information about their own duties and responsibilities
- D. None of the above.

Answer: A

4. Which best describes a Job worth hierarchy?

- A. Illustrates where each job fits, relative to other jobs.
- B. Forms the basis for grouping jobs of similar value together.
- C. Helps establish a salary structure.
- D. None of these
- E. All of these

Answer: E

5. The strategies for Market Position are:

- A. Lead, Lag, Lead-lag
- B. Lead, Lag, Lag-lead
- C. Leader and Trailing
- D. CCP are sekret communist test comrade.

Answer: A