

# Test Bank

Please note that questions marked with a “W” are also available to the students as on online tutorial quiz at the companion web site for this text





## Chapter 1

### Introduction to I/O Psychology

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1. I/O Psychology is a branch of psychology that \_\_\_\_\_ in the workplace.
  - a. treats psychological disorders
  - b. applies the principles of psychology
  - c. provides therapy to employees
  - d. all of these equally define I/O psychology
  
- W2. The use of \_\_\_\_\_ best distinguishes I/O psychology from related fields taught in business colleges.
  - a. statistics
  - b. consultants
  - c. psychological principles
  - d. intuition
  
3. I/O psychology examines factors that affect the \_\_\_\_\_ in an organization, whereas business fields examine the broader aspects of running an organization.
  - a. people
  - b. machines
  - c. stock performance
  - d. I/O psychology examines all three factors
  
4. I/O psychologists who are involved in \_\_\_\_\_ study and practice in such areas as employee selection, job analysis, and job evaluation.
  - a. personnel psychology
  - b. organizational psychology
  - c. training and development
  - d. human factors
  
5. The study of leadership is part of:
  - a. personnel psychology
  - b. training and development
  - c. human factors
  - d. organizational psychology
  
6. Psychologists involved in \_\_\_\_\_ study leadership, job satisfaction, and employee motivation.
  - a. personnel psychology
  - b. organizational psychology
  - c. training and development
  - d. human factors
  
- W7. Psychologists in the area of \_\_\_\_\_ concentrate on workplace design, man-machine interaction, and physical fatigue.
  - a. personnel psychology
  - b. organizational psychology
  - c. training and development
  - d. human factors
  
8. Regardless of the official start date, I/O psychology was born in the:
  - a. mid 1800s
  - b. late 1800s
  - c. early 1900s
  - d. mid 1900s
  
9. I/O Psychology first started about:
  - a. 1840
  - b. 1938
  - c. 1903
  - d. 1957
  
- W10. I/O psychology made its first major impact in:
  - a. World War I
  - b. World War II
  - c. the Hawthorne Studies
  - d. the Antebellum Period
  
11. The \_\_\_\_\_ were a husband and wife team who were among the first scientists to improve productivity and reduce fatigue by studying the motions used by workers.
  - a. Watsons
  - b. Scotts
  - c. Bingham
  - d. Gilbreths
  
12. In which decade were the Hawthorne studies published.
  - a. 1920s
  - b. 1930s

- c. 1960s                                  d. 1980s
13. Changes in employee behavior that result from an employee being studied or receiving increased attention from managers is called the:  
a. Hawthorne effect                                  b. Premack principle  
c. Pygmalion effect                                  d. Peter principle
14. The \_\_\_\_ were characterized by passage of several major pieces of civil rights legislation.  
a. 1930s                                                  b. 1960s  
c. 1970s                                                  d. 1980s
15. The use of more sophisticated statistical techniques, a more aggressive approach in developing methods to select employees, and an increased interest in the application of cognitive psychology to industry took place in the:  
a. 1920s and 30s                                          b. 1940s and 50s  
c. 1960s and 70s                                          d. 1980s and 90s
- W16. Which of the following is NOT a factor that will affect I/O psychology in the next decade?  
a. Increases in technology                                  b. Global economy  
c. Global warming                                          d. All 3 will affect I/O psychology
17. The greatest number of Ph.D. I/O psychologists work in:  
a. universities                                                  b. consulting firms  
c. private industry                                          d. the public sector
18. Compared to Ph.D.'s, master's level graduates are less often employed by:  
a. universities                                                  b. consulting firms  
c. the private industry                                          d. the public sector
19. To get accepted into a Ph.D. program in I/O psychology, you need a GRE score of about \_\_\_\_\_ and a GPA of about \_\_\_\_\_.  
a. 3,000 / 4.00                                                  b. 1,000 / 3.00  
c. 1,000 / 3.50                                                  d. 1,200 / 3.50
20. Which of the following is NOT part of the GRE?  
a. analytic                                                  b. scientific  
c. quantitative                                                  d. verbal
21. According to your text, the most important reason for the reliance on research is that it ultimately:  
a. reduces accidents                                          b. saves an organization money  
c. increases employee satisfaction                                          d. reduces turnover
22. Which of the following was NOT a reason why you should understand research and statistics?  
a. answering questions                                          b. research is part of everyday life  
c. common sense is often wrong                                          d. all of these are reasons
- W23. A(n) \_\_\_\_\_ is an educated prediction about the answer to our research question.  
a. assumption                                                  b. belief  
c. hypothesis                                                  d. guess
24. Hypotheses are based on:  
a. previous research                                          b. logic  
c. theories                                                  d. all three of these

25. Which of the following is the reason for WHY a study obtains certain results?
- Hypothesis
  - Idea
  - Postulation
  - Theory
26. If researchers have trouble forming a hypothesis, they:
- can't conduct their study
  - wait until more research is available
  - conduct an exploratory study
  - guess about the outcome of a study
27. Conducting a literature review means:
- reading the classics
  - seeing if similar research has been conducted
  - assessing a study's reading level
  - calling other researchers for their opinion
28. The leading journal in I/O psychology is:
- Journal of Applied Psychology
  - Applied H.R.M. Research
  - I/O Psychology review
  - None of these is the leading journal
29. The *Academy of Management Executive* is an example of a:
- journal
  - trade magazine
  - magazine
  - bridge publication
30. Which of the following contain articles usually written by professional writers who have little expertise in a given field?
- Journals
  - Magazines and journals
  - Magazines
  - None of these is correct
- W31. Asking "will the results of laboratory research generalize to organizations in the "real world" is related to:
- internal validity
  - external validity
  - face validity
  - construct validity
32. What field research gains in \_\_\_\_\_ it loses in \_\_\_\_\_.
- control / external validity
  - power / control
  - internal validity / power
  - external validity / control
33. To ensure that subjects are participating in a study of their own free will, researchers must obtain :
- permission from the APA
  - a writ of mandamus from the participant
  - informed consent from the participant
  - a valid control group
34. To ensure ethical treatment of subjects, universities have:
- institutional review boards
  - the APA closely monitor every study
  - witnesses during experiments
  - All of these are true
35. The most powerful research method is the:
- correlational method
  - quasi-experimental method
  - archival method
  - experimental method
36. Which of the following research methods can determine a cause and effect relationship?
- Correlational method
  - Quasi-experimental method
  - Archival method
  - Experimental method

37. The variable that is manipulated in an experiment is the \_\_\_\_\_ variable.
- independent
  - dependent
  - intervening
  - control
38. The variable that we expect to change as a result of our manipulation is called the:
- independent variable
  - dependent variable
  - intervening variable
  - control variable
- W39.** Manipulating the \_\_\_\_\_ best distinguishes experimental research methods from other research methods.
- dependent variable
  - intervening variable
  - statistical results
  - independent variable
40. In an experiment designed to test the effect of noise on employee performance, noise is the \_\_\_\_\_ and employee performance is the \_\_\_\_\_.
- dependent variable/independent variable
  - dependent variable / control variable
  - independent variable/dependent variable
  - control variable / dependent variable
41. Researchers at IBM think that employees who get to chose their own working hours will be more satisfied than those who do not. To test this idea, IBM employees at the Dallas facility are told that they can chose their own hours. Six months later, the satisfaction level of employees in the Dallas facility is compared to employees in the Knoxville facility. The employees in the Knoxville facility are considered the:
- dependent variable
  - control group
  - experimental group
  - independent variable
42. The main difference between a quasi-experiment and an experiment is that the independent variable:
- is manipulated in an experiment
  - is manipulated in a quasi-experiment
  - has 3 levels in an experiment
  - cannot be measured in a quasi-experiment
43. Even though they lack control, \_\_\_\_\_ are used due to \_\_\_\_\_ reasons.
- experiments / ethical
  - correlational designs / historical
  - archival methods / statistical
  - quasi-experiments/ethical & practical
44. \_\_\_\_\_ research sacrifices external validity for control of extraneous variables whereas \_\_\_\_\_ research sacrifices the control of extraneous variables for external validity.
- Laboratory / field
  - Field / laboratory
  - Archival / quasi-experimental
  - Quasi-experimental /archival
45. Which of the following research methods uses previously collected company records?
- Experimental
  - Survey
  - Archival
  - Meta-analysis
46. If I went through my employee files to determine what type of person makes the best employee, I would probably be conducting:
- archival research
  - a meta-analysis
  - a field study
  - an experiment
- W47.** Which of the following survey methods has the lowest response rate?
- Interview
  - Email
  - Mail
  - The three have equal response rates
48. If you used an email survey, your results would be representative of the population in terms of:

- a. sex  
c. both sex and race
- b. race  
d. neither sex nor race
49. Which of the following will increase the response rates to mailed surveys?  
a. Include a monetary incentive  
b. Keep the survey under 4 pages  
c. Have a university sponsor the survey  
d. All will increase response rates
50. A researcher sent a survey containing 5 questions to a sample of 500 employees. The wording was easy to understand and the researcher offered a financial incentive yet few employees returned the survey. What might be the reason for this low response?  
a. The number of questions  
b. The use of a financial incentive  
c. The easy to understand wording  
d. None of the three is a reasonable explanation
51. \_\_\_\_\_ is a method of reaching conclusions based on the statistical combination of several previous research studies.  
a. The experimental method  
b. Quasi-experimental analysis  
c. Archival research  
d. Meta-analysis
52. In a meta-analysis conducted to see if a particular training method is better than another, the proper effect size to use would be:  
a.  $d$   
b.  $r$   
c.  $Z$   
d.  $t$
53. Meta-analyses looking at the difference between two groups would use \_\_\_\_ as the effect size whereas meta-analyses looking at the relationship between two variables would use \_\_\_\_ as the effect size.  
a.  $d / r$   
b.  $r / d$   
c.  $t / d$   
d.  $t / F$
54. An effect size ( $d$ ) of .20 is considered:  
a. small  
b. large  
c. moderate  
d. significant
55. The statistical "averaging" of effect sizes across previous empirical studies defines:  
a. experimental research  
b. meta-analysis  
c. correlational research  
d. archival research
56. A large research sample is nice to have, however, it may not be necessary if the experimenter can choose a \_\_\_\_\_ sample and control for many of the \_\_\_\_\_ variables.  
a. random / extraneous  
b. extraneous / random  
c. representative / nuisance  
d. homogeneous / confounding
57. The majority of research in the field of I/O psychology is conducted at universities using students as subjects rather than employees. In fact, college students serve as subjects in approximately \_\_\_\_ percent of all published I/O research.  
a. 5%  
b. 50%  
c. 85%  
d. 99%
- W58. In general, the majority of the research comparing college student samples with actual employee samples conclude that college students behave \_\_\_\_\_ real world samples.  
a. similar to  
b. different than  
c. no research is available  
d. none of these is correct
59. A \_\_\_\_\_ implies that each person in the population has an equal chance of being selected.

- a. random sample  
b. random assignment
- b. convenience sample  
c. convenience assignment
60. Most research in industry uses a \_\_\_\_\_ sample.  
a. random  
b. convenience sample  
c. free sample  
d. stratified sample
61. A teacher wants to see if there are any differences in the test scores of students who take her exam on the computer and those who take her exam the traditional paper and pencil way. Students with an odd digit at the end of their student ID number are required to take her midterm exam on the computer and those with an even digit are required to take a paper and pencil exam. Her study has a \_\_\_\_\_ sample with \_\_\_\_\_.  
a. random / random assignment  
b. convenience / random assignment  
c. convenience / nonrandom assignment  
d. random / nonrandom
62. After all the data have been collected, the results are then:  
a. filed for future use  
b. shared between colleagues  
c. statistically analyzed  
d. data collection never ends
63. The level of statistical significance that we use in psychology is:  
a. .01  
b. .05  
c. .10  
d. .50
64. The statistical significance of research results tell us the probability that:  
a. our results were due to chance  
b. our results are useful  
c. our results are biased  
d. all of these are true
65. Significance levels tell us the \_\_\_\_\_ significance of a study and effect size tells us the \_\_\_\_\_ of a study.  
a. statistical / alpha level  
b. practical / beta level  
c. practical / statistical significance  
d. statistical / practical significance
66. Which of the following represents the strongest correlation?  
a. -.05  
b. +.45  
c. +.10  
d. -.47
- W67. If a researcher calculated a correlation coefficient of  $r = 1.27$  between two variables, you would conclude that there is a(n):  
a. high correlation  
b. very low correlation  
c. error in the calculation  
d. moderately low positive correlation
68. The use of correlational analysis does not allow you to infer a cause and effect relationship. This is because a third variable, a(n) \_\_\_\_\_ variable, often accounts for the relationship between the two variables.  
a. intervening  
b. nuisance  
c. confounding  
d. dependent
69. A researcher finds a strong correlation between job satisfaction and performance. What can he conclude from this correlation?  
a. Satisfaction causes good performance  
b. Good performance causes job satisfaction  
c. Satisfaction and performance are related  
d. He can conclude all three
70. A researcher concludes that the greater an employee's job satisfaction, the fewer days of work he misses. This is an example of a:



- a. positive correlation
- b. negative correlation
- c. insignificant correlation
- d. bivariate correlation

### **Listing/Short Answer Questions**

71. What are the three major fields of I/O psychology?

- personnel psychology
- organizational psychology
- human factors/ergonomics

72. What are the three reasons your book listed for why you should be interested in research?

- answer questions and make decisions
- we encounter research everyday
- common sense is often wrong

73. What are the three sampling methods listed in the text?

- random selection
- convenience
- random assignment

74. What are the differences between ideas, hypotheses, and theories?

75. What are important considerations when choosing a research sample?

- Sample size
- The type of participant (e.g. student v. professional)
- Sampling method (random, convenience, convenience with random assignment)
- Inducements to participate
- The use of informed consent

### Answer Key - Chapter 1

	answer	page		answer	page
	_____	_____		_____	_____
1.	B	2	36.	D	20
2.	C	2	37.	A	20
3.	A	2	38.	B	20
4.	A	4	39.	D	20
5.	D	4	40.	C	20
6.	B	4	41.	B	21
7.	D	5	42.	A	21
8.	C	5	43.	D	21
9.	C	5	44.	A	19
10.	A	6	45.	C	23
11.	D	6	46.	A	23
12.	B	7	47.	B	23
13.	A	7	48.	A	23
14.	B	8	49.	D	24
15.	D	8	50.	D	24
16.	C	9	51.	D	25
17.	A	9	52.	A	25
18.	C	9	53.	A	25
19.	D	11	54.	A	25
20.	B	11	55.	D	25
21.	B	13	56.	A	27
22.	D	13	57.	C	27
23.	C	14	58.	B	27
24.	D	14	59.	A	27
25.	D	15	60.	B	27
26.	C	16	61.	B	27
27.	B	16	62.	C	28
28.	A	17	63.	B	28
29.	D	17	64.	A	28
30.	C	18	65.	D	28
31.	B	19	66.	D	29
32.	D	19	67.	C	29
33.	C	19	68.	A	29
34.	A	20	69.	C	29
35.	D	20	70.	B	29

## Chapter 2 Job Analysis and Evaluation

1. The gathering, analyzing, and structuring of information about a job's components, characteristics, and requirements is a process called:
  - a. task analysis
  - b. job analysis
  - c. surveying
  - d. job description
  
2. Job analysis can serve as a foundation for:
  - a. selecting employees
  - b. training employees
  - c. evaluating employees' performance
  - d. all of these and more
  
- W3. The \_\_\_\_\_ is the process of determining the work activities and requirements, and the \_\_\_\_\_ is the written result.
  - a. job analysis / job description
  - b. job description / job analysis
  - c. job evaluation / job description
  - d. job analysis / job evaluation
  
4. Promoting people until they reach their highest level of incompetence is called:
  - a. the Anderson Analog
  - b. the Peter Principle
  - c. personpower planning
  - d. none of these
  
5. Shahidi Industries has a policy of promoting employees who perform well. Unfortunately, many of the people promoted do not become effective supervisors. Currently there is a crisis because most of the supervisors are getting poor performance reviews. Shahidi Industries seems to be a good example of:
  - a. the Anderson Analog
  - b. the Peter Principle
  - c. personpower planning
  - d. none of the above
  
6. Even though the \_\_\_\_\_ are not law, courts have granted them "great deference."
  - a. Amendments
  - b. APA Principles
  - c. Uniform Guidelines
  - d. Standards and Practice Guidelines
  
7. Which of the following practical uses of job analysis may discover lapses in organizational communication?
  - a. Training
  - b. Personpower planning
  - c. Organizational analysis
  - d. Performance appraisal
  
8. \_\_\_\_\_ was the first real court case that addressed the issue of job relatedness.
  - a. *McDonnell Douglas v. Green*
  - b. *Connecticut v. Teal*
  - c. *Pan American Airlines v. Diaz*
  - d. *Griggs v. Duke Power*
  
9. Which of the following is not true of job titles?
  - a. Titles should describe the nature of a job
  - b. Job titles can affect perceptions of job status
  - c. Titles provide workers with identity
  - d. All three of these statements are true
  
- W10. Which of the following sections in a job description can affect a person's perceptions of the status and worth of a job?
  - a. Job title
  - b. Brief summary
  - c. Work activities
  - d. Work context

11. Which of the following sections in a thorough job description can be used in help wanted advertisements, internal job posting, and company brochures?
  - a. Job title
  - b. Brief summary
  - c. Work activities
  - d. Work context
12. Which of the following is another name for a job competency?
  - a. Work context
  - b. Job factors
  - c. Training requirements
  - d. KSAOs
13. Knowledge, skill, ability, and personality are types of:
  - a. competencies
  - b. job factors
  - c. job functions
  - d. compensable factors
14. Which of the following sections in a thorough job description contains what is commonly called job specifications?
  - a. Brief summary
  - b. Performance standards
  - c. Work activities
  - d. Competencies
- W15. According to the author, the section of a job description which contains the knowledge, skills, abilities, and other characteristics necessary to be successful on the job is labeled \_\_\_\_\_; the section containing a list of tasks and activities in which the worker is involved is labeled \_\_\_\_\_.
  - a. job competencies/ work context
  - b. job competencies / work activities
  - c. work context / work activities
  - d. performance standards / work activities
16. A job analysis is typically conducted by:
  - a. job incumbents
  - b. supervisors
  - c. outside consultant
  - d. the human resource department
17. If you have a small number of incumbents in a job (6 people), how many should you interview as part of your job analysis?
  - a. all 6
  - b. 2
  - c. 4
  - d. 1
18. Informal changes that employees make in their jobs is called:
  - a. job crafting
  - b. spontaneous revision
  - c. position alterations
  - d. job reconstruction
- W19. Gertrude is writing job descriptions and can't decide whether she should include "getting coffee for the boss" as a task. Her decision is related to the issue of:
  - a. level of specificity
  - b. formal vs. informal requirements
  - c. the Peter Principle
  - d. the DOT Code
20. Which of the following is the most common method of conducting a job analysis?
  - a. Observation
  - b. Task analysis
  - c. Interview
  - d. Job participation
21. Job analysis interviews are conducted to determine:
  - a. who should conduct the job analysis
  - b. who should participate in the job analysis
  - c. information about the job itself
  - d. if a job analysis is even necessary

- W22. During the job analysis interview, the questions asked should be:
- open ended
  - multiple choice
  - true-false
  - highly structured
23. An excellent group job-analysis interview technique is the:
- task analysis
  - Ammerman technique
  - brain storming
  - Position Analysis Questionnaire
24. Josh conducted a job analysis by convening a panel of experts and having the panel identify the objectives and standards that are to be met by the ideal incumbent. What method of job analysis is Josh using?
- PAQ
  - AET
  - Nagy-Reilly Approach
  - Ammerman Technique
25. A specialized job analysis interview that uses groups and focuses on objectives is:
- critical incidents
  - PAQ
  - the Ammerman technique
  - task analysis
26. A problem with the observation method of job analysis is that it is often:
- illegal
  - unreliable
  - unethical
  - obtrusive
27. In the task statement, “Types correspondence to be sent to vendors,” \_\_\_\_ is the action and \_\_\_\_ is the object.
- correspondence/types
  - correspondence/vendors
  - types/correspondence
  - vendors/types
- W28. Which of the following is a proper task statement?
- Treat customers nicely
  - Be a good writer
  - Edits supervisor’s memos
  - Have good math skills
29. Creating a list of tasks that are thought to be involved with a job, and having job incumbents rate the tasks on scales such as frequency of occurrence and importance, best defines which job analysis method?
- Task analysis
  - Critical incident technique
  - Job-element approach
  - Ammerman technique
30. Once task statements have been written, the next step is to:
- select tests to tap KSAOs
  - determine essential KSAOs
  - interview incumbents
  - rate the task statements
31. A task statement rated \_\_\_\_ on frequency and \_\_\_\_ on importance would be left out of the job description.
- low / low
  - high / high
  - high / low
  - low / high
32. \_\_\_\_ is a structured job analysis method containing 194 items and is difficult to read.
- The critical incidents technique
  - The PAQ
  - The Ammerman technique
  - Task analysis

33. A revised version of the Position Analysis Questionnaire which is used by a job analyst rather than a job incumbent is the:
- a. Job Structure Profile
  - b. Job Element Inventory
  - c. Job Components Inventory
  - d. AET
34. Andre is completing a questionnaire containing 400 items covering five major categories: tools and equipment, perceptual and physical requirements, mathematical requirements, communication requirements, and decision making and responsibility. Andre is using the:
- a. Job Components Inventory
  - b. Position Analysis Questionnaire
  - c. Critical Incident Technique
  - d. Threshold Traits Analysis
35. The \_\_\_ is an excellent job analysis method for information about tools and equipment.
- a. JCI
  - b. PAQ
  - c. F-JAS
  - d. AET
36. Which of the following job analysis techniques is NOT a good source of information about competencies?
- a. CIT
  - b. F-JAS
  - c. AET
  - d. TTA
- W37. Which of the following job analysis methods provides information about working conditions?
- a. PAQ
  - b. JCI
  - c. FJA
  - d. AET
38. The \_\_\_ is an excellent job analysis method for information about the work environment.
- a. JCI
  - b. PAQ
  - c. F-JAS
  - d. AET
39. \_\_\_\_\_ is an example of an ergonomic centered job analysis method.
- a. The AET
  - b. Task analysis
  - c. The PAQ
  - d. The Ammerman technique
40. The \_\_\_\_\_ is the job analysis method created to replace the Dictionary of Occupational Titles (DOT).
- a. FJA
  - b. PAQ
  - c. AET
  - d. O\*NET
41. Generating examples of good and bad performance, and categorizing these examples based on their similarities and differences with other examples, best defines which job analysis method?
- a. Task analysis
  - b. Critical incident technique
  - c. Job-element approach
  - d. Ammerman technique
42. The \_\_\_ is an excellent job analysis method for obtaining the physical abilities needed to perform a job.
- a. JCI
  - b. PAQ
  - c. F-JAS
  - d. AET
43. The best method(s) to use in analyzing a job appears to be:
- a. the Position Analysis Questionnaire
  - b. interviews, observations, and job participation
  - c. The Critical Incident Technique
  - d. dependent on how the information will be used

44. Determining the worth of a job defines:
- a. functional job analysis
  - b. job evaluation
  - c. comparable worth
  - d. salary surveying
45. \_\_\_\_\_ is the process of determining a job's worth.
- a. Comparable worth
  - b. Job analysis
  - c. Job evaluation
  - d. Performance appraisal
46. In job evaluation, compensable factors would be associated with determining \_\_\_\_\_, whereas salary surveys would be associated with determining \_\_\_\_\_.
- a. internal equity / external equity
  - b. external equity / internal equity
  - c. internal equity/ wage trend lines
  - d. external equity/wage trend lines
- W47.** An employee who inquires about his/her level of pay compared to other employees within the same organization is addressing the issue of \_\_\_\_\_.
- a. internal equity
  - b. external equity
  - c. merit
  - d. comparable worth
48. The first step in evaluating a job is to decide what factors differentiate the relative worth of jobs. These are called \_\_\_\_\_ factors.
- a. job related
  - b. compensable job
  - c. task
  - d. structural
49. Level of responsibility, mental demands, and education requirements would be potential \_\_\_\_\_ factors.
- a. job related
  - b. compensable job
  - c. task
  - d. structural
50. To construct a wage trend line, I would use:
- a. regression
  - b. a ruler and graph paper
  - c. nomological statistics
  - d. the span of discretion
51. After conducting a job evaluation we find that Bob is underpaid by \$2,000 and Bill is overpaid by \$2,000. We would probably:
- a. give Bob a raise and lower Bill's salary
  - b. not do anything
  - c. redo the job evaluation
  - d. give Bob a raise and leave Bill's salary alone
52. Salary surveys help establish:
- a. external equity
  - b. legality
  - c. BFOQ's
  - d. internal equity
- W53.** If an organization's compensation plan is competitive with other similar organizations', they are said to have:
- a. internal equity
  - b. external equity
  - c. merit
  - d. comparable worth
54. Salary surveys are used to determine:
- a. internal equity
  - b. external equity
  - c. merit
  - d. comparable worth

55. When an organization determines where it wants to be when compared with the compensation policies of other organizations, they are determining their:
- a. external equity
  - b. rank order
  - c. market position
  - d. compensation structure
56. A job evaluation concerns the worth of the \_\_\_\_\_, not the worth of the \_\_\_\_\_.
- a. job / person
  - b. person / job
  - c. performance / product
  - d. product / performance
- W57. The job evaluation process determines the amount of money that a job is worth; this amount is called \_\_\_\_\_ compensation.
- a. financial
  - b. monetary
  - c. direct
  - d. indirect
58. According to national statistics, the average salary for women in the U.S. is \_\_\_\_ of the average salary for men.
- a. 57%
  - b. 98%
  - c. 50%
  - d. 80%
59. The issue of comparable worth is often less an issue of pay discrimination than one of \_\_\_\_\_ discrimination.
- a. gender
  - b. vocational choice
  - c. educational
  - d. age
60. The statistical method most commonly used in a salary equity study is:
- a. analysis of variance
  - b. chi-square
  - c. regression
  - d. nominal analysis



### **Listing/Short Answer Questions**

61. What information should be in a well-written job description?

- Job title
- Work activities
- Tools and equipment used
- Work context and environment
- Performance standards
- Competencies (KSAOs)

62. What groups/people are most likely to conduct a job analysis?

- employees
- supervisors
- internal committees
- outside consultants

63. List and briefly describe the job analysis methods discussed in your text

- interview
- observation
- job participation
- Ammerman technique
- task analysis
- Critical incident technique (CIT)
- Position Analysis Questionnaire (PAQ)
- Job Structure Profile (JSP)
- Job Elements Inventory (JEI)
- Functional Job Analysis (FJA)
- Job Components Inventory (JCI)
- Threshold Traits Analysis (TTA)
- Fleishman Job analysis Survey (F-JAS)
- AET
- Personality Related Position Requirements Form (PPRF)

## Answer Key - Chapter 2

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	answer	page		answer	page
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1.	B	34	31.	A	52
2.	D	34	32.	B	54
3.	A	34	33.	A	56
4.	B	35	34.	A	57
5.	B	35	35.	A	57
6.	C	36	36.	C	57
7.	C	36	37.	D	57
8.	D	36	38.	D	57
9.	D	38	39.	A	57
10.	A	38	40.	D	58
11.	B	38	41.	B	60
12.	D	39	42.	C	61
13.	A	39	43.	D	63
14.	D	39	44.	B	64
15.	B	39	45.	C	64
16.	D	43	46.	A	65
17.	A	44	47.	A	65
18.	A	43	48.	B	65
19.	B	46	49.	B	65
20.	C	47	50.	A	66
21.	C	47	51.	D	66
22.	A	48	52.	A	67
23.	B	49	53.	B	67
24.	D	49	54.	B	67
25.	C	49	55.	C	67
26.	D	50	56.	A	68
27.	C	50	57.	C	68
28.	C	51	58.	D	69
29.	A	51	59.	B	69
30.	D	51	60.	C	70