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MULTIPLE CHOICE. Choose the one alternative that best completes the statement or answers the question.

- 1) Which of the following is the first step in the process of creating an internal pay structure?
- A) job evaluation
 - B) assessing value
 - C) translating value into pay structure
 - D) job analysis
 - E) describing competencies

Answer: D

- 2) Which of the following is true of job analysis?
- A) It is the process of collecting information needed to prepare job description.
 - B) It is the process of finding qualified candidates to fill job vacancies.
 - C) It is the process of determining the specific number of jobs to fill.
 - D) It is the process of dividing tasks into specific jobs.
 - E) It is the process of evaluating an employee's job performance and productivity.

Answer: A

- 3) The systematic process of collecting relevant information related to the nature of a specific job refers to:
- A) job content
 - B) job evaluation
 - C) job analysis
 - D) job description.
 - E) job structure

Answer: C

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Chao Zhang



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