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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

# Compensation Fourth Canadian Edition Milkovich

**Rachel S Tattersall**



## **Compensation Fourth Canadian Edition Milkovich:**

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