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# MANAGEMENT TEST 3: STUDY GUIDE

## CHAPTER 9:

According to your text, CEOs are most likely to rate which of the following as important to complete success?

***Human Capital***

The broad activities of human resource management include \_\_\_\_.

***Finding the right people***

The 1963 Equal Pay Act prohibits differences in pay for substantially equal work based on \_\_\_\_.

***Sex***

Which statement about so-called religious freedom acts is the most accurate?

***Religious freedom acts allow certain business to refuse to serve gay people based on personal faith***

The "old" social contract included the idea that employees \_\_\_\_.

***Are cogs in a machine***

Under the "new" social contract, employees \_\_\_\_.

***Receive incentive-based compensation***

Jatara, a human resource manager, wants to move her company towards blind hiring practices. Which suggestion might she make to the management team?

***Ask applicants to complete a project that reflects what their duties would be***

Under the matching model, the company's needs are to \_\_\_\_ as the employees' needs are to \_\_\_\_.

***Employee contributions; company inducements***

The systematic process of gathering and interpreting information about the essential duties, tasks, and responsibilities of a job is called \_\_\_\_.

***Job analysis***

Job \_\_\_\_ is to the specific tasks, duties, and responsibilities as job \_\_\_\_ is to the knowledge, skills, and abilities needed to perform the job.

# Study Guide Management

**R Sanford**



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