
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

Minjie Lin



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