

UXC2 Managing Human Capital Version 1

Section: Human Resources • **Total Questions:** 10 • **Format:** Verified Q&A

1. What are customary benefits?

- (A) Benefits provided at the sole discretion of an organization
 - (B) Benefits provided based on the needs of an industry
 - (C) Benefits provided based on the requirements of the federal government
 - (D) Benefits that are expected by employees
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2. Why do many unions disfavor the use of performance appraisals for compensation and staffing decisions?

- (A) The union cannot give feedback on a performance.
 - (B) Employees' goals do not align with organizational missions.
 - (C) The rating periods tend to be too short to produce an accurate assessment of an employee.
 - (D) The supervisor issuing an appraisal may be biased.
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3. Which type of fit is influenced by values

- (A) goals
 - (B) and compassion?
 - (C) Person-organization fit
 - (D) Person-job fit
 - (E) Person-attitude fit
 - (F) Person-group fit
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4. What can encourage desired behaviors from employees when implementing organizational action plans by providing key details on how well the employees are fulfilling their job duties?

- (A) Internal financial sheets
 - (B) Job statements
 - (C) Job analyses
 - (D) Performance metrics
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5. What did the Fair Labor Standards Act (FLSA) of 1938 do?

- (A) Prohibit discrimination in pay, benefits, and pensions based on gender
 - (B) Establish minimum wage and overtime rules
 - (C) Prohibit employment discrimination based on race, color, religion, sex, or national origin
 - (D) Establish protections for employees seeking to unionize
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6. Which scenario is an example of a procedure?

- (A) A store manager trusts employees to clean their workstations.
 - (B) A store manager requires all employees to clean their workstations at the end of each shift.
 - (C) A store manager says that they like it when employees clean their workstations.
 - (D) A store manager does not allow any employee to leave until their workstation is audited.
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7. What happens when a strong safety culture is developed in an organization?

- (A) Employees feel a responsibility for safety.
 - (B) Employees depend solely on management to maintain a safe work environment.
 - (C) Employees feel pressured to complete their work without making mistakes.
 - (D) Employees do not experience workplace accidents or injuries.
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8. Which process results in a binding decision for both parties?

- (A) Mediation
 - (B) Arbitration
 - (C) Negotiation
 - (D) Lockout
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9. What is an example of an internal recruitment method?

- (A) Career fairs
 - (B) Search firms
 - (C) Talent inventories
 - (D) Internet data mining
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10. Which benefit is mandatory?

- (A) Flexible spending
 - (B) Social security
 - (C) Retirement plan
 - (D) Health savings
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