

WorldatWork.C2.v2024-08-23.q24

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NEW QUESTION: 1

The design process for a Total Rewards Program begins with:

- A. Analyzing the program
- B. The corporate strategy
- C. The corporate mission or vision
- D. Program design

Answer: C (LEAVE A REPLY)

NEW QUESTION: 2

What are the components to the Total Rewards Model?

- A. Fulfillment, Engagement, Work-life, Performance & Recognition, Development and career opportunities
- B. Pay, Engagement, Work-life, Performance & Recognition, Development and career opportunities
- C. Compensation, Engagement, Work-life, Performance & Recognition, Development and career opportunities
- D. Compensation, Benefits, Work-life, Performance & recognition, Development and career opportunities

Answer: D (LEAVE A REPLY)

NEW QUESTION: 3

What are some ways to encourage effective communication when working with unions / employee representatives?

- A. Describe the project to any third-party representatives
- B. Discuss the various approaches
- C. Discuss joint participation if appropriate
- D. All of the above

- E. Determine the level of participation
- F. Emphasize the role of job analysis

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 4

What are the two quantitative job evaluation methods?

- A. Job component and point factor
- B. Ranking and classification
- C. Market-based and job content

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

Jobanalysis can be best described as _____?

- A. A basis for performance appraisal based on job-related standards.
- B. None of the above
- C. All of the above
- D. He systematic, formal study of a job
- E. A systematic process for obtaining important and relevant information about each distinct role played by one or more employees. This includes duties and responsibilities, and worker characteristics.

Answer: E ([LEAVE A REPLY](#))

NEW QUESTION: 6

Prior to conducting a job analysis interview, where might one obtain secondary job information?

- A. Organizational charts
- B. Employment applications
- C. The employee's supervisor

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 7

Job analysis is best described as something that _____?

- A. Includes written information about job content or the functions of the job and required knowledge
- B. Illustrates whereeach job fits, relative to other jobs.
- C. Provides keyinformation about the nature of and level of work performed.
- D. None of these
- E. Creates a job worth hierarchy using market data or job content

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

What are the two nonquantitative job evaluation methods?

- A. Ranking and classification
- B. Job component and point factor
- C. Market-based and job content

Answer: A (LEAVE A REPLY)

NEW QUESTION: 9

What would typically be included under "nature of work" on a job description?

- A. Working conditions
- B. Duties and responsibilities
- C. Knowledge, skills and abilities
- D. Effort and behaviors

Answer: B (LEAVE A REPLY)

NEW QUESTION: 10

TION NO:69

Which of the following job evaluation methods is generally easier to communicate to employees?

- A. Classification
- B. Job component
- C. Market pricing
- D. Point factor

Answer: C (LEAVE A REPLY)

NEW QUESTION: 11

Employee representatives are useful, but not mandatory in the jobanalysis process.

- A. True
- B. False

Answer: A (LEAVE A REPLY)

NEW QUESTION: 12

Corporate mission or vision is the first step to building the job worth hierarchy.

- A. False
- B. True

Answer: A (LEAVE A REPLY)

NEW QUESTION: 13

How should duties and responsibilities be described on a standard job description?

- A. At a 12th grade reading level
- B. In past tense and passive voice
- C. With words that have multiple meanings

D. With generic terms rather than proprietary names

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 14

What is the most frequently used method to evaluate executive level positions?

- A. Point-factor
- B. Paired-comparison
- C. Market pricing
- D. Ranking

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 15

Base pay structure is best described as something that _____?

- A. Is used as framework for pay decisions.
- B. The final step in the base pay structure design.
- C. All of these
- D. Is built after the job worth hierarchy is created.
- E. None of these

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

Supervisors are important in the job analysis process because _____.

- A. They can provide important validation of incumbent input
- B. They can provide a more objective and consistent approach to analyzing job content
- C. None of the above.
- D. They may have the most detailed information about their own duties and responsibilities

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

What are THREE reasons to perform job analysis?

- A. To develop a job worth hierarchy
- B. Describe the project to any third-party representatives

- C. To discuss the various approaches; discuss joint participation if appropriate
- D. To provide a basis for performance appraisal based on job-related standards
- E. To document work methods and processes for training purposes

Answer: A,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 18

The most common objectives for a Compensation Program are _____ and _____.

- A. Understandable, Affordable
- B. Internally equitable, Externally competitive
- C. Externally equitable, Internally competitive
- D. Understandable, Legally defensible

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

Which method of job evaluation uses multiple factor regression analysis that may be used to predict salary or grade levels for nonbenchmark jobs?

- A. Market pricing
- B. Job component
- C. Point factor
- D. Ranking

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 20

Which of the following would be the best source of job information for a job in a new or emerging field?

- A. Structured questionnaire
- B. Direct observation
- C. Government publications
- D. Technical consultation

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

Which of the following best describes the ranking method of job content evaluation?

- A. It is difficult and expensive to implement.
- B. It ranks jobs based on the level of complexity of the work.
- C. It requires a high degree of technical knowledge of the job.
- D. It is a whole-job rather than a factor-based job evaluation method.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

Employee representatives are important in the job analysis process because it depends on company policy.

- A. True
- B. False

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 23

What are the steps for designing a Base Pay Structure?

- A. None of these
- B. Analyze the job, Document the job, Evaluate the job, Job worth heirarchy, Base pay structure
- C. Analyze the job, Evaluate the job, Job worth heirarchy, Base pay structure
- D. Job Analysis, Job documentation, Job Evaluation, Job worth heirarchy, Base pay structure
- E. Analyze the job, Document the job, Job worth heirarchy, Base pay structure

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

What is one of the steps in the classification method of job content evaluation?

- A. Identifying and clustering benchmark jobs that appear to be similar
- B. Listing all the jobs in order from highest to lowest value
- C. Matching jobs to other jobs in the market and developing grades based on market value

Answer: A ([LEAVE A REPLY](#))

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