1. Which job evaluation method is most likely to focus on the complexity and skill requirements of tasks?

a) Starlight Line
b) Tailor
c) Merrick
d) Gantt

Answer: c) Merrick

Explanation: Merrick's job evaluation method typically emphasizes factors such as complexity, skill level, and knowledge required for performing tasks, making it suitable for evaluating jobs with diverse skill sets and varying degrees of complexity.

2. Which incentive plan is based on the concept of breaking down tasks into small, elemental motions and assigning predetermined times for each motion?

a) Starlight Line
b) Tailor
c) Merrick
d) Gantt

Answer: b) Tailor

Explanation: The Tailor incentive plan relies on the division of tasks into elemental motions with predetermined times assigned to each motion, ensuring efficiency and productivity through careful time management.

3. Which incentive plan focuses on providing bonuses or rewards for exceeding predetermined performance standards?

a) Starlight Line
b) Tailor
c) Merrick
d) Gantt

Answer: a) Starlight Line

Explanation: The Starlight Line incentive plan incentivizes employees by offering bonuses or rewards for surpassing predetermined performance standards, encouraging high levels of productivity and performance.

4. Which standard data system is commonly associated with breaking down tasks into elemental motions for time measurement?

a) Elemental predetermined motion systems
b) Non-elemental predetermined motion systems
c) Work factors system
d) Methods Time Measurement (MTM)

Answer: a) Elemental predetermined motion systems

Explanation: Elemental predetermined motion systems involve breaking down tasks into small elemental motions and assigning predetermined times to each motion, facilitating accurate time measurement and productivity analysis.

5. Which predetermined motion system does not involve breaking tasks down into elemental motions?

a) Elemental predetermined motion systems
b) Non-elemental predetermined motion systems
c) Work factors system
d) Methods Time Measurement (MTM)

Answer: b) Non-elemental predetermined motion systems

Explanation: Non-elemental predetermined motion systems do not involve breaking tasks down into elemental motions but rather focus on predetermined times for completing entire tasks or operations, providing a broader perspective on task efficiency.

6. Which job evaluation method emphasizes the importance of time and motion study in determining job worth?

a) Starlight Line
b) Tailor
c) Merrick
d) Gantt

Answer: d) Gantt

Explanation: Gantt's job evaluation method places significant emphasis on time and motion studies to determine the worth of a job, considering factors such as efficiency, productivity, and resource utilization in job evaluation processes.

7. Which standard data system incorporates factors such as physical effort, mental effort, and skill required to perform a job?

a) Elemental predetermined motion systems
b) Non-elemental predetermined motion systems
c) Work factors system
d) Methods Time Measurement (MTM)

Answer: c) Work factors system

Explanation: The work factors system incorporates various factors such as physical effort, mental effort, and skill required to perform a job, providing a comprehensive framework for job evaluation and performance assessment.

8. Which time measurement technique involves analyzing the basic motions required to perform a task and assigning time values to each motion?

a) Elemental predetermined motion systems
b) Non-elemental predetermined motion systems
c) Work factors system
d) Methods Time Measurement (MTM)

Answer: d) Methods Time Measurement (MTM)

Explanation: MTM involves analyzing the basic motions involved in performing a task and assigning predetermined time values to each motion, enabling accurate time measurement and performance evaluation.

9. Which incentive plan focuses on setting standard times for completing specific tasks and rewarding employees who perform within those times?

a) Starlight Line
b) Tailor
c) Merrick
d) Gantt

Answer: b) Tailor

Explanation: The Tailor incentive plan sets standard times for completing specific tasks and rewards employees who perform within those times, promoting efficiency and productivity through adherence to established performance standards.

10. Which job evaluation method emphasizes the importance of considering the overall contribution of a job to organizational objectives?

a) Starlight Line
b) Tailor
c) Merrick
d) Gantt

Answer: a) Starlight Line

Explanation: Starlight Line emphasizes considering the overall contribution of a job to organizational objectives, focusing on aligning job roles with broader organizational goals and objectives for effective job evaluation and performance management.

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