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NEW QUESTION: 1

As an employer, you believe it is always a good idea to pay people for their contributions to organizational results. Which of the following plans would likely be the key component of the compensation plan?

- A. base pay
- B. indirect pay
- C. performance pay
- D. pay for knowledge

Answer: C (LEAVE A REPLY)

NEW QUESTION: 2

Which best describes the fundamental purpose of communication?

- A. Distribution of information
- B. Decreased costs associated with total rewards programs
- C. Elimination of noise
- D. Share understanding between a sender and receiver of information

Answer: D (LEAVE A REPLY)

NEW QUESTION: 3

Which best describes the fundamental purpose of communication?

- A. Elimination of noise
- B. Shared understanding between a sender and receiver of communication..
- C. Decreased costs associated with total rewards programs
- D. Distribution of information

Answer: A (LEAVE A REPLY)

NEW QUESTION: 4

How does a theme help a communication campaign?

- A. It helps diminish negative feedback
- B. It draws attention to it and creates interest
- C. It simplifies the message
- D. It uses music to create emotion

Answer: B (LEAVE A REPLY)

NEW QUESTION: 5

When should the communication campaign be evaluated?

- A. Whenever the data is available to the communications team.
- B. Immediately following the creation of the campaign.
- C. After the initial rollout and again four to six months later.
- D. When financial resources become available.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 6

What is one reason for using face-to-face communication?

- A. Provides for real-time interaction and feedback.
- B. Provides consistency.
- C. Allows for employees to access information when they need it.
- D. Allows for the target audience to go at their own pace.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 7

If you need to convey negative or controversial information, which channel should you consider first?

- A. Face-to-face
- B. Technology-based
- C. Paper-based

Answer: A (LEAVE A REPLY)

NEW QUESTION: 8

A particular company wants to make sure employees feel they are appreciated, while at the same time ensuring key employees have a sense of loyalty towards the company.

Which of the following systems does this company most likely use?

- A. indirect pay
- B. base pay
- C. benefits

D. performance pay

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

NEW QUESTION: 9

Which of the following conditions make it impractical to use output-related pay?

- A. Output is easy to price in terms of its value to the employer.
- B. Output is easy to measure.
- C. Output cannot be controlled by the individual employee.
- D. Output is very stable.

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

NEW QUESTION: 10

What best describes a potential barrier to effective communication?

- A. Job titles
- B. Multiple channels
- C. Feedback
- D. Selective listening

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

NEW QUESTION: 11

Key messages must be aligned with which of the following?

- A. Senior management values
- B. Evaluation methods
- C. Communication objectives
- D. Sphere of experience

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 12

What is considered a soft measure of communication effectiveness?

- A. Employee awareness, understanding or satisfaction
- B. The amount of money spent on the communication campaign
- C. Data on productivity and turnover

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

NEW QUESTION: 13

The circular models for communication reinforce which concept for HR professional?

- A. Soliciting and receiving feedback from the receiver is a critical aspect of communication
- B. Clients meeting and work pressure may distract the receiver from interpreting the message.
- C. Communication is a top-down process initiated by external vendors.
- D. Creating key messages is vital to the overall success of communication.

Answer: (SHOW ANSWER)

NEW QUESTION: 14

What is the first step of the strategic communication process?

- A. Define the objectives
- B. Determine what will be communicated
- C. Analyze the situation
- D. Conduct audience research

Answer: C (LEAVE A REPLY)

NEW QUESTION: 15

The degree of openness regarding compensation communications is generally influenced most by which of the following?

- A. The channel used
- B. Corporate culture
- C. The presenter
- D. Legal requirements

Answer: B (LEAVE A REPLY)

NEW QUESTION: 16

A particular organization wants to include in their compensation system some element of organizational performance linkage, while at the same time it wants to encourage employee commitment. In addition to base pay, which of the following would most likely be included in this compensation mix?

- A. targeted incentives
- B. piece rates
- C. merit pay
- D. profit sharing

Answer: D (LEAVE A REPLY)

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NEW QUESTION: 17

Which of the following best describes an attribute of a well-stated communications objective?

- A. Task-oriented
- B. Easily achieved
- C. Tied to the business
- D. High-level

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

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