

Chapter 4 - Defining, Analyzing, and Designing the Work

1. Which of the following best defines the term "position"?

- a. a collection of positions with related job activities and duties
- b. the specific duties and responsibilities performed by one employee
- c. the knowledge, skills, and abilities required to perform work
- d. the tasks, duties, and responsibilities that need to be completed

.ANSWER: b

2. Which of the following best defines the term "work"?

- a. a group of related job activities and duties
- b. the specific duties and responsibilities performed by one employee
- c. the knowledge, skills, and abilities required to perform work
- d. the tasks, duties, and responsibilities that need to be completed

.ANSWER: d

3. Which of the following best defines the term "job"?

- a. a group of related work activities and duties
- b. the specific duties and responsibilities performed by one employee
- c. the knowledge, skills, and abilities required to perform work
- d. the tasks, duties, and responsibilities that need to be completed

.ANSWER: a

4. What is the manager's role in defining work?

- a. to rank order of positions in the organization
- b. to method of job analysis to be used
- c. to rate of pay for jobs and career path for new hires
- d. to tasks and activities to be performed and their order

.ANSWER: d

5. Who determines what tasks and activities need to be performed, and in which order, to reach the company's objectives?

- | | |
|---------------|----------------|
| a. CEO | b. manager |
| c. head of HR | d. team leader |

.ANSWER: b

6. In the act of designing a role, who provides critical information about the job and its requirements?

- | | |
|------------------|----------------|
| a. head of HR | b. job analyst |
| c. job incumbent | d. CEO |

.ANSWER: c

7. Who does the term "incumbent" refer to?

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