



**Free Questions for C2 by vceexamstest**

**Shared by Hopkins on 24-05-2024**

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## Question 1

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**Question Type:** MultipleChoice

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

### Options:

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- A- Determine the level of participation
- B- Describe the project to any third-party representatives
- C- Emphasize the role of job analysis
- D- Discuss the various approaches
- E- Discuss joint participation if appropriate
- F- All of the above

### Answer:

---

E

## Question 2

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**Question Type: MultipleChoice**

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

**Options:**

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A- True

B- False

**Answer:**

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A

## Question 3

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**Question Type: MultipleChoice**

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

**Options:**

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A- True

B- False

**Answer:**

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B

## Question 4

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**Question Type: MultipleChoice**

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Local or centralized staff is important in the job analysis process because it depends on company policy.

**Options:**

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A- True

B- False

**Answer:**

---

A

## Question 5

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**Question Type:** MultipleChoice

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Supervisors are important in the job analysis process because \_\_\_\_\_.

### Options:

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

### Answer:

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A

## Question 6

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**Question Type:** MultipleChoice

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Analysts are important in the job analysis process because \_\_\_\_\_.

**Options:**

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

**Answer:**

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A

## Question 7

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**Question Type: MultipleChoice**

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Incumbents are important in the job analysis process because \_\_\_\_\_.

**Options:**

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

**Answer:**

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A

## Question 8

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**Question Type: MultipleChoice**

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What are THREE reasons to perform job analysis?

**Options:**

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- A- To develop a job worth hierarchy

- B-** To document work methods and processes for training purposes
- C-** To provide a basis for performance appraisal based on job-related standards
- D-** Describe the project to any third-party representatives
- E-** To discuss the various approaches; discuss joint participation if appropriate

**Answer:**

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A, B, C

## Question 9

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**Question Type:** MultipleChoice

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Job analysis can be best described as \_\_\_\_\_?

**Options:**

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- A-** 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.
- B-** A basis for performance appraisal based on job-related standards.



**C-** He systematic, formal study of a job

**D-** None of the above

**E-** All of the above

**Answer:**

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A

## Question 10

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**Question Type:** MultipleChoice

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At the end of the Total Rewards Design Process you should return to Corporate Vision or Mission.

**Options:**

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**A-** True

**B-** False

**Answer:**

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A

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