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1. Which of the following is not a type of grade structure?

Narrow-graded structures

--->> Equity-rated structures

Career-family structures

Broad-grade structures

2. The grade structures in which broad bands are superimposed on career/job families or broad bands and divided into families is called $\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}\phi\hat{a},\neg\hat{A}|\hat{A}$

Broad-banded structures

--->> Combined structures

Pay spines

Job family structures

3. Which of the following is not a basic essential of compensation design?

External Competitivenes

Increments

Built-in Incentives

--->> Parrallel Career Path

4. Multi-graded structures are also called ââ,¬Â¦Ă¢â,¬Â¦Ă¢â,¬Â¦Ă¢â,¬Â¦Ă¢â,¬Â¦Ă¢â,¬Â¦Ă¢â,¬Â¦Ă¢â,¬Â¦Ă¢â,¬Â¦Ă¢â,¬Â¦Ă¢â,¬Â

Career-graded structures

Pay spines

--->> Narrow-graded Structures

Brand-family structures

5. Non Financial Motivation is provided by performance management through

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Consideration

Collaboration

Integration

--->> Recognition

6. What determines the value of specific, properly executed accomplishments toward the achievement of desired outcomes?

--->> Compensation design

Compensation Policy

Reward Objective

Reward System

7. Performance based pay, consists of base pay, an annual bonus, and a choice of various other benefits. This is known as ââ,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â¦Ã¢â,¬Â

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8. One of the following is an approach to compensation. Identify it.

External Competitivenes

--->> Traditional Compensation Approach

Internal Equity

Market Changes Adaptability

9. All, except one are steps in performance management cycle. Identify it.

Review

Plan

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Monitor

10. Linking or aligning business, team and individual objectives and core competencies is referred to as $\hat{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\tilde{A}\phi\hat{a},\neg\hat{A}|\hat{A$

Upward Integration

--->> Vertical Integration

Horizontal Integration

Downward integration

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