

CHAPTER 11—EMPLOYEE BENEFITS

TRUE/FALSE

1. Benefits generally account for approximately 14% of payroll costs.

ANS: F PTS: 1 REF: p. 474 OBJ: 11-1 TYPE: K

2. Surveys show that employees who are satisfied with their benefits are more likely to be satisfied with their jobs.

ANS: T PTS: 1 REF: p. 476 OBJ: 11-2 TYPE: U

3. Generation Y employees are probably less likely to be concerned with having pensions than Baby Boomers.

ANS: T PTS: 1 REF: p. 477
OBJ: 11-2 TYPE: K | 11-2 TYPE: U

4. On-line benefits programs allow employees self-service freedom and availability virtually any time.

ANS: T PTS: 1 REF: p. 477 OBJ: 11-2 TYPE: U

5. Most on-line benefits systems are adaptable and transfer information with full security.

ANS: F PTS: 1 REF: p. 477 OBJ: 11-2 TYPE: K

6. There has been a reduction in the number of single-parent families and two-earner couples in the workplace as compared to decades past.

ANS: F PTS: 1 REF: p. 477 OBJ: 11-2 TYPE: K

7. Typically, employees are offered a basic or core benefits package of life and health insurance, sick leave, and vacation.

ANS: T PTS: 1 REF: p. 477 OBJ: 11-2 TYPE: K

8. A need for a new benefit should be established before adding it to a benefits package.

ANS: T PTS: 1 REF: p. 476 OBJ: 11-2 TYPE: U

9. Employers are increasingly tailoring their benefits programs to be family-friendly, because employees increasingly desire more work-life balance.

ANS: T PTS: 1 REF: p. 477 OBJ: 11-2 TYPE: K

10. To accommodate the individual needs of employees, it would be desirable for employers to implement a cafeteria benefits plan.

ANS: T PTS: 1 REF: p. 477 OBJ: 11-2 TYPE: K

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**United States. Congress. House.
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Service, and General Government
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agencies This is an important reference work for career counsellors educationists and policy makers

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http://www.frostbox.com/results/publication/Documents/water_corporation_annual_report.pdf

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