CHAPTER 11—EMPLOYEE BENEFITS

TRUE/FALSE

Benefits generally account for approximately 14% of payroll costs.

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

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

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

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

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

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

 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

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

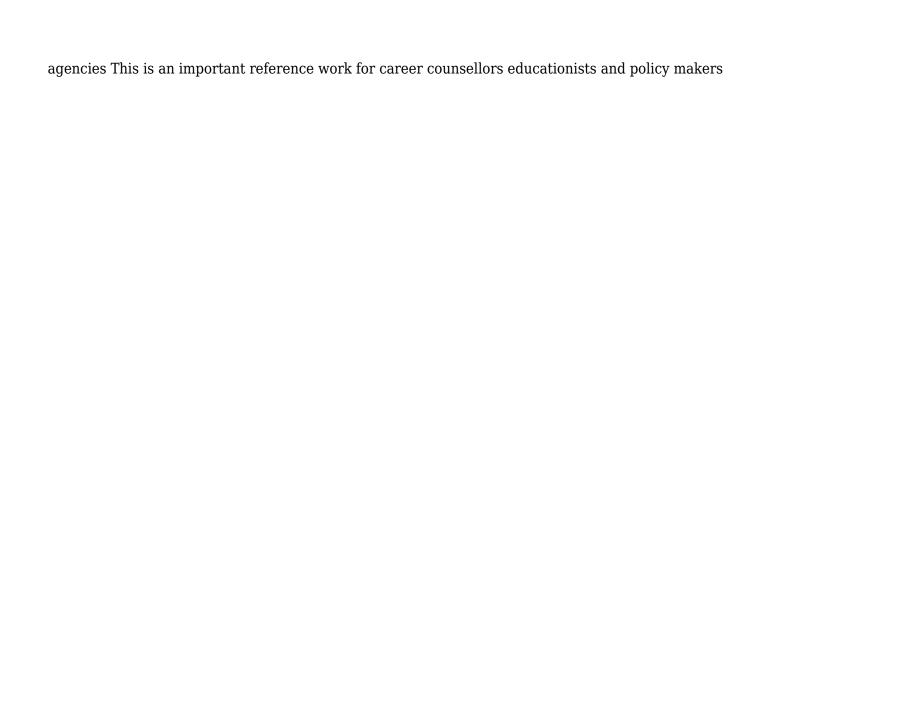
ANS: T PTS: 1 REF: p. 477 OBJ: 11-2 TYPE: K

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