
IPMA-SCP Study Guide With Correct Answers.

Broadbanding - The practice of using fewer pay grades with much broader ranges than in traditional compensation systems. Main advantage is more consistent with flattening of organizational levels and growing jobs that are multidimensional. Problem is employees expect a promotion to come with a pay raise and movement to a new pay. By not having this employees will feel there is no room for promotion opportunities. Most companies use traditional pay grades.

Coaches - Observe and feedback is given to immediate supervisors. It is the continual process of learning by doing. Group coaching on leadership can help create high-performance teams. Outside help can come in for executive coaching.

Observation with suggestions.

Counseling - Heighten employee awareness of organizational policies and rules. Being made aware of rules, and knowledge of possible disciplinary actions may prevent violations.

Adverse Selection - Certain employees select and use certain benefits. Example: employees with younger children are more likely to enroll in orthodontic coverage.

Assessment Center - Assessment exercise composed of a series of evaluative tests used for selection and development. Tests and exercises must reflect the content of the job for which individuals are being screened, the types of problems faced on that job.

Bargaining Unit - Employees eligible to select a single union to represent and bargain collectively for them. NLRA excludes supervisors from voting or joining. Cannot be included, however who qualifies as a supervisor is not always clear.

Collective Bargaining - Process where representatives of management and workers negotiate over wages, hours and other terms and conditions of employment.

Management Rights - Rights reserved so that the employer can manage, direct and control it's business, even with a labor contract.

Behavioral Interview - Applicants give specific examples of how they have performed a certain task or handled a problem in the past.

Situational Interview - Structured interview that contains questions about how applicants might handle specific job situations.

Stress Interview - Designed to create anxiety and put pressure on applicants to see how they respond.

Benchmarking - Comparing the business results to the industry. Comparing business metrics to an industry standard or best practice. Best determined by measures on a year to year basis.

Performance Standards - Can be viewed as objective or subjective. Objective example: number of items sold. Subjective example: requires judgement on the part of the evaluator and is more difficult to determine. I.E. Employees attitude. Indicators of what the job accomplishes and how performance is measured in key areas of the job.

Disparate Treatment - Occurs when members of a group are treated differently than others.

Ipma Canada Study Guide

Noël Clarke



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the difference in the mass is due to the difference in their number of neutrons with the same number of electrons and protons

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