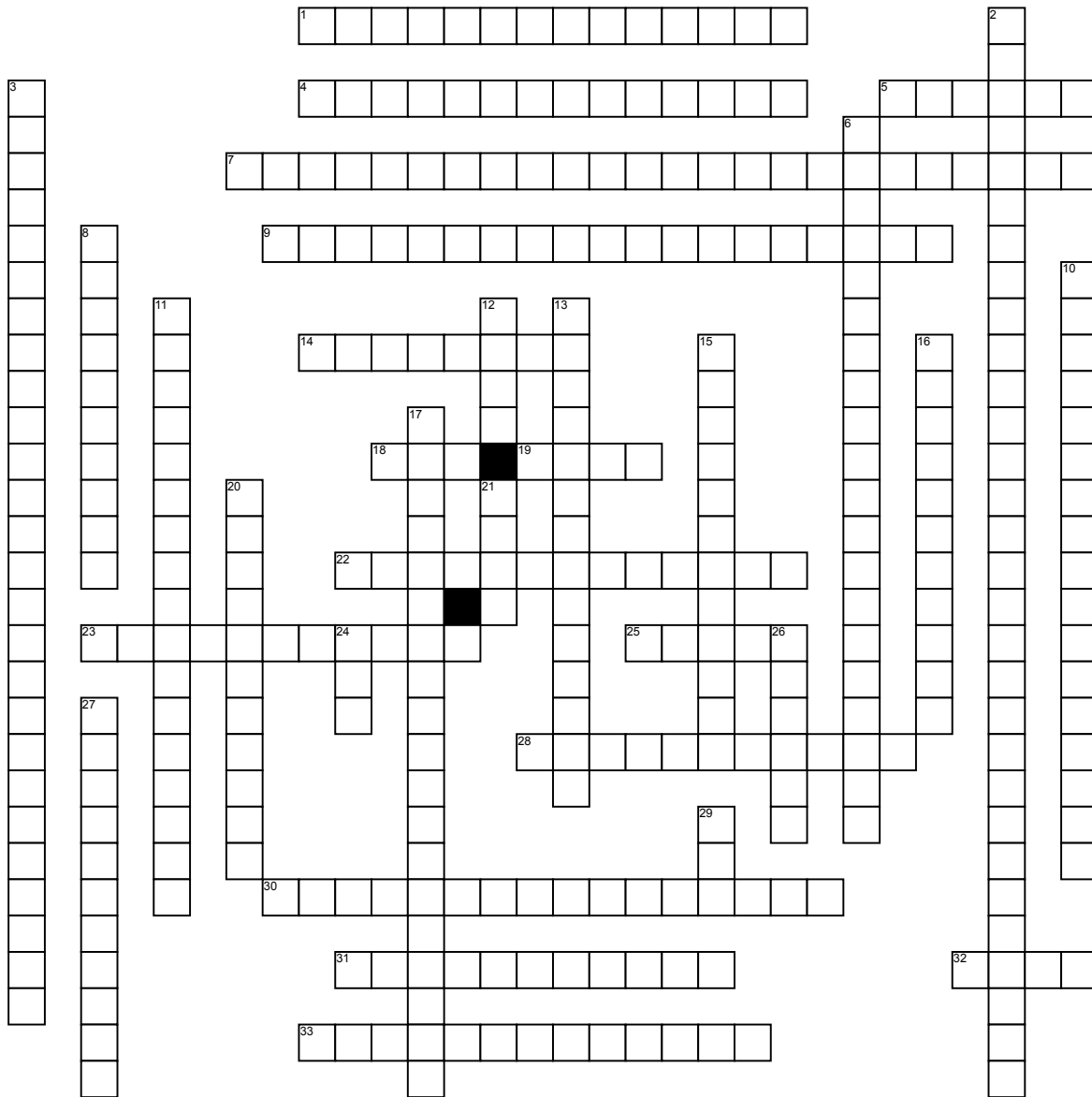


Experiential Milestone- NPM6150



Across

1. Job Analysis methods include: Observation, Interviews, Employee recording, _____, and a combination of these methods.
4. _____ Act of 1973 that prohibits discrimination on the basis of physical or mental disability
5. The three types of employment sectors are: Nonprofit, For-profit and _____
7. Self-actualization, esteem, love, safety, physiological
9. Aims to identify the occupational likes and dislikes of an individual as well as identify what areas they are most likely to be satisfied in
14. Collection of tasks and responsibilities performed by one person; there is a position for every individual in organization
18. Consists of group of tasks that must be performed for organization to achieve its goals
19. Abv. for any organized approach for obtaining relevant and timely information on which to base HR decisions
22. Used to understand the different workplace rewards that men and women receive when they work in predominantly female occupations
23. Based on income that would provide for a family's basic needs in a particular community
25. E.J. McCormick stated that a job analysis should be classified by these four things: Type, Form, Method, and _____

28. Situations when women and minorities that are excellent in staff positions or as lower level managers are denied promotions
30. Unwelcome sexual advances, requests for favors, and other verbal or physical conduct of a sexual nature that takes place in certain conditions
31. Similar pay must be provided if jobs are not substantially different as shown in job descriptions
32. The abv. for Equal Employment Opportunity Commission
33. Refers to the total employment process that results in a significantly higher percentage of a protected group in the candidate population being rejected for employment, placement, or promotion.
- Down**
2. When considering internal recruitment many organizations have this in place to dictate that current employees receive preference in consideration for new roles
3. What does EEO stand for?
6. Recruiting volunteers by focusing on non-material outcomes
8. A favor or advantage granted or expected in return for something.
10. Required or preferred knowledge, skills, and abilities should be included in the _____
11. An active effort to improve the employment opportunities of members of minority groups and women

12. Employment at _____ is when an employee can be fired at any time for any reason, except for a few illegal reasons
13. The standard that requires employers to set wages for jobs within their organizations that correspond to the relative internal value of each job
15. Workers compare themselves to other worker and expect to be compensated fairly based on amount and type of work
16. Utilizing outside companies or organizations to conduct your organizations HR functions is often referred to as this
17. Charitable volunteer organizations tend to apply these sort of features to potential volunteers to make their organization seem more attractive
20. the gathering of data including the context in which a job or activity is performed
21. Federal law that mandates hours and overtime rates, exempt and nonexempt employees, job training, and child labor laws (Abv.)
24. Laws that prohibits employer discrimination against qualified individual with disabilities in job application procedures (Abv.)
26. Under the Family and Medical Leave Act of 1993: Eligible employees may take up to _____ workweeks of unpaid, job-protected leave with continuation of health insurance.
27. A team bonus program that measures controllable costs
29. Abv for the department responsible for the recruitment, selection, training and development of employees