

Malott Homework Set# 1 Chapter 25 Pay for Performance

1. Two implications of the 60-second test: If the contingency fails the the 60-second test and yet still controls behavior, then we know it's indirect acting, and therefore must be \_\_\_\_\_. (p.430)
  - a. contingency controlled
  - b. rule governed
  - c. ineffective contingencies
  - d. theoretical contingencies
  
2. The-it-is-probably-rule-control rule: It is probably rule control, if the person knows the rule, the outcome is delayed, or the performance changes as soon as the person hears the rule. (p.431)  
~True or False?
  
3. The analog to avoidance principle: if an indirect-acting contingency is to increase or maintain performance, it should be an analog to avoidance. (p.431)  
~True or False?
  
4. The deadline principle: If an indirect-acting contingency is to increase or maintain performance, it should NOT involve a deadline. (p.431)  
~True or False?
  
5. The three-contingency model of performance management involves: an ineffective contingency, an effective indirect-acting performance-management contingency, and an effective direct-acting theoretical contingency. (p.432)  
~True or False?
  
6. Pay is contingent on specific achievements. (p.433)
  - a. analog to reinforcement
  - b. performance feedback
  - c. pay for performance
  - d. deadline control
  
7. All of the following are examples of benefits of pay for performance except? (p.438)
  - a. more productivity
  - b. happier employees
  - c. less waste
  - d. less turnover
  - e. increase in absences
  
8. In the three-contingency model, the natural contingency is ineffective because the outcome is either too small, or too improbable. (p. 439)  
~True or False?