

Malott Homework Set #3 Chapter 25 Pay for Performance

1. T/F The it-is-probably-rule-control rule states that 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. Pg. 431
2. T/F Without deadlines, most effective, indirect-acting, performance-management contingencies wouldn't work. Pg. 431
3. T/F All analog contingencies that increase or maintain performance are analogs to avoidance because they all have deadlines. Pg. 431

4-5-6. Matching

- A. The deadline principle
 - B. Pay for performance
 - C. The analog to avoidance principle
 - D. A and B
 - E. All of the above
4. If an indirect-acting contingency is to increase or maintain performance, it should be an analog to avoidance. Pg. 431
 5. If an indirect-acting contingency is to increase or maintain performance, it should involve a deadline. Pg. 431
 6. Pay is contingent on specific achievements. Pg. 433
 7. A benefit of pay for performance includes_____. Pg. 438
 - A. More productivity
 - B. Higher quality
 - C. Less waste
 - D. More profit
 - E. All of the above
 8. T/F People may not do what it takes to win the prize and that means that they NEVER value that particular prize. Pg. 436
 9. T/F Structured environments often help people attain evasive goals. Pg. 436
 - 10-11-12. Complete the Direct-Acting Theoretical Contingency. Pg. 437

_____ 10. _____ → _____ 11. _____ → _____ 12. _____

- a. The student does a correct item.

- b. The student does not fear loss of \$7.05 opportunity.
- c. The student fears loss of \$7.05 opportunity.