

Student: \_\_\_\_\_

1. In 2006, the gender pay gap was \_\_\_\_ %.
  - A. 36
  - B. 26
  - C. 13
  - D. 8
2. Which of the following statements regarding the pay gap is not true?
  - A. the gap has declined over the past 25 years
  - B. the size of the gap is not the same across all states
  - C. a major cause of the gap is individual choices
  - D. research shows pay discrimination is not the main cause
3. Hourly compensation costs for manufacturing workers are higher in \_\_\_\_\_ than the U. S.?
  - A. Norway
  - B. Netherlands
  - C. Germany
  - D. All of these higher manufacturing costs
4. Hourly compensation costs for manufacturing workers are lower in \_\_\_\_\_ than the U. S.?
  - A. Canada
  - B. Norway
  - C. Sweden
  - D. Netherlands
5. The primary reason compensation is important to managers is because:
  - A. employees regard it as a reward
  - B. it influences employee behavior
  - C. it is a larger cost than benefits
  - D. stock holders dislike high compensation costs
6. \_\_\_\_\_ would be most concerned about executive pay.
  - A. Managers
  - B. Employees
  - C. Society
  - D. Stockholders
7. When executives decide where to locate a manufacturing plant, the most important consideration is:
  - A. hourly compensation costs
  - B. labor productivity
  - C. strength of local labor unions
  - D. cost of government mandated benefits

8. Employees view compensation as all but which of the following?
- A. a return
  - B. an entitlement
  - C. a reward
  - D. an investment
9. \_\_\_\_\_ would be most concerned about compensation as a major expense.
- A. Managers
  - B. Employees
  - C. Society
  - D. Stockholders
10. Stock holders are most likely to be interested in:
- A. managers' pay
  - B. executive pay
  - C. fairness of company pay
  - D. the ratio of base pay to bonuses
11. In China, compensation, *dai yu*, has come to mean
- A. entitlement and benefits
  - B. cash compensation
  - C. returns and entitlement
  - D. cash compensation and relational returns
12. In many Chinese and Japanese companies, \_\_\_\_\_ is(are) a unique component of compensation.
- A. sophisticated performance appraisal systems
  - B. a strong emphasis on performance pay
  - C. family, housing and commuting allowances
  - D. rapid promotions
13. Which of the following is not an example of a relational return?
- A. short-term incentives
  - B. recognition and status
  - C. work-life balance
  - D. income protection
14. \_\_\_ % of U. S. firms use merit pay increases.
- A. 90
  - B. 70
  - C. 65
  - D. 55

15. Which form of pay is likely to be least expensive for employers?
- A. incentive
  - B. merit
  - C. cost-of-living adjustments
  - D. across the board pay increases
16. The largest component of executive pay packages is
- A. base pay
  - B. stock options
  - C. merit
  - D. perks
17. Employees who want to be sure their good performance will be rewarded will prefer
- A. merit pay
  - B. team incentives
  - C. individual incentives
  - D. across-the-board pay increases
18. Variable pay is may also be called
- A. exempt
  - B. non-exempt
  - C. stock options
  - D. incentives
19. A company that says its relatively low starting pay will be offset by larger future pay increases is using the concept of \_\_\_\_\_
- A. present-value
  - B. merit pay
  - C. incentives
  - D. deferred benefits
20. All of the following have direct financial costs for an employer except:
- A. benefits
  - B. relational returns
  - C. work-life balance
  - D. income protection
21. Which of the following is not an objective in the pay model?
- A. fairness
  - B. compliance
  - C. efficiency
  - D. productivity

22. Costs are to management as \_\_\_\_\_ is to alignment.
- A. work analysis
  - B. communication
  - C. surveys
  - D. merit guidelines
23. Market definitions are to competitiveness as performance based is to \_\_\_\_\_
- A. alignment
  - B. compliance
  - C. efficiency
  - D. contributions
24. Which of the following is not a policy in the pay model?
- A. fairness
  - B. competitiveness
  - C. contributions
  - D. alignment
25. Performance, quality, customers, stockholders and costs are components of which of the objectives of the pay model?
- A. fairness
  - B. compliance
  - C. efficiency
  - D. competitiveness
26. \_\_\_\_\_ implies that the way a pay decision is made may be as important to employees as the results of that decision.
- A. Fairness
  - B. Compliance
  - C. Efficiency
  - D. Competitiveness
27. \_\_\_\_\_ refers to comparisons among jobs or skills inside a single organization.
- A. External competitiveness
  - B. Internal alignment
  - C. Pay structure
  - D. Equitable contributions
28. Which of the following policy choices has the greatest effect on employees' decisions to stay with the organization and to seek additional training and responsibilities?
- A. external competitiveness
  - B. employee contributions
  - C. internal alignment
  - D. job evaluation

29. Managers seek internal alignment within their organization by:
- A. matching competitors' pay rates
  - B. following FLSA guidelines
  - C. using fair merit increases
  - D. paying on the basis of similarities among jobs
30. Pay mix decisions are a part of which pay policy choice?
- A. internal alignment
  - B. external competitiveness
  - C. contributions
  - D. management
31. Compensation policy choices affecting pay level are most closely associated with \_\_\_\_\_
- A. internal alignment
  - B. external competitiveness
  - C. contributions
  - D. management
32. Policy choices related to pay level and forms of compensation are part of \_\_\_\_\_
- A. management
  - B. contributions
  - C. external competitiveness
  - D. internal alignment
33. Sam's Club matches the pay of other similar businesses, Whole Foods uses base pay and team incentives and Medtronic emphasizes work and life balance. These illustrate \_\_\_\_\_ pay policy choices.
- A. cost control
  - B. internal alignment
  - C. contributions
  - D. external competitiveness
34. Choices among pay for performance, flat rate pay and profit sharing are examples of \_\_\_\_\_ policy decisions.
- A. internal alignment
  - B. efficiency
  - C. employee contributions
  - D. management
35. If an organization allows workers to get rewards such as stock options due to illegal and unethical means, this reflects a failure of which policy choice?
- A. internal alignment
  - B. efficiency
  - C. employee contributions
  - D. management

36. You are an HR manager and your boss has told you to find the best way to raise job performance. After some research you find that \_\_\_\_\_ produces the largest and most reliable performance increases.
- A. high base pay
  - B. great benefits that attract and retain workers
  - C. a combination of goal setting and job enrichment
  - D. monetary incentives
37. Which of the following is not a guideline for determining if research has value?
- A. is the research useful
  - B. can alternative explanations be ruled out
  - C. was the research conducted by Ph D researchers
  - D. is correlation separated from causation
38. A study found that about \_\_\_\_\_ percent of change in CEO pay was related to changes in company performance.
- A. 1.0 - 4.5
  - B. 5 - 10
  - C. 15 - 20
  - D. 25 - 35
39. A measure of how changes in one variable are related to changes in another variable is:
- A. standard deviation
  - B. analysis of variance
  - C. correlation coefficient
  - D. regression analysis
40. Which of the following types of studies allows managers to conclude an HR policy or practice causes an effect such as high morale or high performance?
- A. case studies
  - B. benchmarking studies of best practices
  - C. large sample surveys
  - D. None of these
41. The U.S. has the highest hourly compensation costs for manufacturing workers of any industrialized nation.
- True   False
42. Since the U. S. has the highest hourly compensation costs for manufacturing workers of any industrialized nation, executives could minimize total labor costs by producing in low cost countries such as China and Mexico.
- True   False
43. Compensation is important to managers' success because it is a major cost and it influences employee behavior.
- True   False

44. Challenging work and employment security are examples of total compensation.

True False

45. Employees classified as non-exempt under FLSA are paid a salary, not wages.

True False

46. If you often had to work 50 or more hours per week at an assembly job, you would probably prefer to that your job is classified as exempt under the FLSA.

True False

47. Most U. S. firms use merit pay increases.

True False

48. A bonus promised by your boss if costs are below your budget, is a merit increase.

True False

49. In practice, there is no real difference between merit pay increases and cost-of-living adjustments.

True False

50. Base wage reflects both the value of the work and individual employee skills and experience.

True False

51. A major challenge facing most employers is the rising cost of health care benefits.

True False

52. The most important of the pay model policies for assuring fairness is contributions.

True False

53. The objective of compliance suggests the way a pay decision is made may be as important to employees as the results of that decision.

True False

54. The objective of fairness suggests the way a pay decision is made may be as important to employees as the results of that decision.

True False

55. Internal alignment refers to comparisons among jobs or skills inside a single organization.

True False

56. Contributions refers to employees' perceptions of the fairness of pay differences among different jobs within their organization.

True False

57. External competitiveness decisions focus on both pay level and the mix of pay.

True False

58. Management of the pay system focuses on cost control and employee perceptions of fairness since they are most important to management.

True False

59. The policy choice of management means ensuring that the right people get the right pay for achieving the right objectives in the right way.

True False

60. Since HR research contains information useful to managers, most managers read research in HR, management and compensation journals.

True False

61. Management and HR research has conclusively shown that goal setting and job enrichment produce the largest and most reliable increases in job performance.

True False

62. Monetary incentives produce the biggest increases in job performance.

True False

63. An important criteria for determining the value of research is whether the research is useful.

True False

64. An important criteria for determining the value of research is/are there alternative explanations for the research findings?

True False

65. In judging the value of research, an important guideline is that the research was conducted by Ph D researchers.

True False

66. A study found that there is only a very small amount of change in CEO pay is related to changes in company performance.

True False

67. A study of IBM showed that their long-standing policy of no layoffs was the major cause of their strong profits.

True False



# 1 Key

1. In 2006, the gender pay gap was \_\_\_\_ %.  
(p. 2)

- A. 36
- B. 26
- C. 13**
- D. 8

*Difficulty: Medium*  
*Milkovich - Chapter 001 #1*

2. Which of the following statements regarding the pay gap is not true?  
(p. 2)

- A. the gap has declined over the past 25 years
- B. the size of the gap is not the same across all states
- C. a major cause of the gap is individual choices
- D. research shows pay discrimination is not the main cause**

*Difficulty: Difficult*  
*Milkovich - Chapter 001 #2*

3. Hourly compensation costs for manufacturing workers are higher in \_\_\_\_\_ than the U. S.?  
(p. 3)

- A. Norway
- B. Netherlands
- C. Germany
- D. All of these higher manufacturing costs**

*Difficulty: Medium*  
*Milkovich - Chapter 001 #3*

4. Hourly compensation costs for manufacturing workers are lower in \_\_\_\_\_ than the U. S.?  
(p. 3)

- A. Canada**
- B. Norway
- C. Sweden
- D. Netherlands

*Difficulty: Medium*  
*Milkovich - Chapter 001 #4*

5. The primary reason compensation is important to managers is because:  
(p. 4)

- A. employees regard it as a reward
- B. it influences employee behavior**
- C. it is a larger cost than benefits
- D. stock holders dislike high compensation costs

*Difficulty: Medium*  
*Milkovich - Chapter 001 #5*

6. \_\_\_\_\_ would be most concerned about executive pay.  
(p. 4)

- A. Managers
- B. Employees
- C. Society
- D.** Stockholders

*Difficulty: Easy*  
*Milkovich - Chapter 001 #6*

7. When executives decide where to locate a manufacturing plant, the most important consideration is:  
(p. 3-4)

- A. hourly compensation costs
- B.** labor productivity
- C. strength of local labor unions
- D. cost of government mandated benefits

*Difficulty: Difficult*  
*Milkovich - Chapter 001 #7*

8. Employees view compensation as all but which of the following?  
(p. 5)

- A. a return
- B. an entitlement
- C. a reward
- D.** an investment

*Difficulty: Medium*  
*Milkovich - Chapter 001 #8*

9. \_\_\_\_\_ would be most concerned about compensation as a major expense.  
(p. 6)

- A.** Managers
- B. Employees
- C. Society
- D. Stockholders

*Difficulty: Easy*  
*Milkovich - Chapter 001 #9*

10. Stock holders are most likely to be interested in:  
(p. 6)

- A. managers' pay
- B.** executive pay
- C. fairness of company pay
- D. the ratio of base pay to bonuses

*Difficulty: Medium*  
*Milkovich - Chapter 001 #10*

11. In China, compensation, *dai yu*, has come to mean  
(p. 8)

- A. entitlement and benefits
- B. cash compensation
- C.** returns and entitlement
- D. cash compensation and relational returns

*Difficulty: Medium*  
*Milkovich - Chapter 001 #11*

12. In many Chinese and Japanese companies, \_\_\_\_\_ is(are) a unique component of compensation.  
(p. 8, 13)

- A. sophisticated performance appraisal systems
- B. a strong emphasis on performance pay
- C. family, housing and commuting allowances**
- D. rapid promotions

*Difficulty: Medium*  
*Milkovich - Chapter 001 #12*

13. Which of the following is not an example of a relational return?  
(p. 9)

- A. short-term incentives
- B. recognition and status**
- C. work-life balance
- D. income protection

*Difficulty: Medium*  
*Milkovich - Chapter 001 #13*

14. \_\_\_ % of U. S. firms use merit pay increases.  
(p. 10)

- A. 90
- B. 70
- C. 65
- D. 55**

*Difficulty: Medium*  
*Milkovich - Chapter 001 #14*

15. Which form of pay is likely to be least expensive for employers?  
(p. 11)

- A. incentive**
- B. merit
- C. cost-of-living adjustments
- D. across the board pay increases

*Difficulty: Medium*  
*Milkovich - Chapter 001 #15*

16. The largest component of executive pay packages is  
(p. 11)

- A. base pay
- B. stock options**
- C. merit
- D. perks

*Difficulty: Medium*  
*Milkovich - Chapter 001 #16*

17. Employees who want to be sure their good performance will be rewarded will prefer  
(p. 11)

- A. merit pay
- B. team incentives
- C. individual incentives**
- D. across-the-board pay increases

*Difficulty: Difficult*  
*Milkovich - Chapter 001 #17*

18. Variable pay is may also be called  
(p. 10)

- A. exempt
- B. non-exempt
- C. stock options
- D.** incentives

Difficulty: Medium  
Milkovich - Chapter 001 #18

19. A company that says its relatively low starting pay will be offset by larger future pay increases is using the concept of \_\_\_\_\_  
(p. 13)

- A.** present-value
- B. merit pay
- C. incentives
- D. deferred benefits

Difficulty: Difficult  
Milkovich - Chapter 001 #19

20. All of the following have direct financial costs for an employer except:  
(p. 9, 14)

- A. benefits
- B.** relational returns
- C. work-life balance
- D. income protection

Difficulty: Difficult  
Milkovich - Chapter 001 #20

21. Which of the following is not an objective in the pay model?  
(p. 15, 16)

- A. fairness
- B. compliance
- C. efficiency
- D.** productivity

Difficulty: Easy  
Milkovich - Chapter 001 #21

22. Costs are to management as \_\_\_\_\_ is to alignment.  
(p. 15)

- A.** work analysis
- B. communication
- C. surveys
- D. merit guidelines

Difficulty: Difficult  
Milkovich - Chapter 001 #22

23. Market definitions are to competitiveness as performance based is to \_\_\_\_\_  
(p. 15)

- A. alignment
- B. compliance
- C. efficiency
- D.** contributions

Difficulty: Difficult  
Milkovich - Chapter 001 #23

24. Which of the following is not a policy in the pay model?

(p. 15)

- A. fairness
- B. competitiveness
- C. contributions
- D. alignment

Difficulty: Medium  
Milkovich - Chapter 001 #24

25. Performance, quality, customers, stockholders and costs are components of which of the objectives of the pay model?

(p. 15)

- A. fairness
- B. compliance
- C. efficiency
- D. competitiveness

Difficulty: Easy  
Milkovich - Chapter 001 #25

26. \_\_\_\_\_ implies that the way a pay decision is made may be as important to employees as the results of that decision.

(p. 17)

- A. Fairness
- B. Compliance
- C. Efficiency
- D. Competitiveness

Difficulty: Medium  
Milkovich - Chapter 001 #26

27. \_\_\_\_\_ refers to comparisons among jobs or skills inside a single organization.

(p. 19)

- A. External competitiveness
- B. Internal alignment
- C. Pay structure
- D. Equitable contributions

Difficulty: Easy  
Milkovich - Chapter 001 #27

28. Which of the following policy choices has the greatest effect on employees' decisions to stay with the organization and to seek additional training and responsibilities?

(p. 19)

- A. external competitiveness
- B. employee contributions
- C. internal alignment
- D. job evaluation

Difficulty: Medium  
Milkovich - Chapter 001 #28

29. Managers seek internal alignment within their organization by:

(p. 19)

- A. matching competitors' pay rates
- B. following FLSA guidelines
- C. using fair merit increases
- D.** paying on the basis of similarities among jobs

*Difficulty: Medium*  
*Milkovich - Chapter 001 #29*

30. Pay mix decisions are a part of which pay policy choice?

(p. 19)

- A. internal alignment
- B.** external competitiveness
- C. contributions
- D. management

*Difficulty: Medium*  
*Milkovich - Chapter 001 #30*

31. Compensation policy choices affecting pay level are most closely associated with \_\_\_\_\_

(p. 19)

- A. internal alignment
- B.** external competitiveness
- C. contributions
- D. management

*Difficulty: Easy*  
*Milkovich - Chapter 001 #31*

32. Policy choices related to pay level and forms of compensation are part of \_\_\_\_\_

(p. 19)

- A. management
- B. contributions
- C.** external competitiveness
- D. internal alignment

*Difficulty: Easy*  
*Milkovich - Chapter 001 #32*

33. Sam's Club matches the pay of other similar businesses, Whole Foods uses base pay and team incentives and Medtronic emphasizes work and life balance. These illustrate \_\_\_\_\_ pay policy choices.

(p. 20)

- A. cost control
- B. internal alignment
- C. contributions
- D.** external competitiveness

*Difficulty: Medium*  
*Milkovich - Chapter 001 #33*

34. Choices among pay for performance, flat rate pay and profit sharing are examples of \_\_\_\_\_ policy decisions.  
(p. 20)

- A. internal alignment
- B. efficiency
- C. employee contributions**
- D. management

Difficulty: Medium  
Milkovich - Chapter 001 #34

35. If an organization allows workers to get rewards such as stock options due to illegal and unethical means, this reflects a failure of which policy choice?  
(p. 21)

- A. internal alignment
- B. efficiency
- C. employee contributions
- D. management**

Difficulty: Difficult  
Milkovich - Chapter 001 #35

36. You are an HR manager and your boss has told you to find the best way to raise job performance. After some research you find that \_\_\_\_\_ produces the largest and most reliable performance increases.  
(p. 22)

- A. high base pay
- B. great benefits that attract and retain workers
- C. a combination of goal setting and job enrichment
- D. monetary incentives**

Difficulty: Medium  
Milkovich - Chapter 001 #36

37. Which of the following is not a guideline for determining if research has value?  
(p. 24)

- A. is the research useful
- B. can alternative explanations be ruled out
- C. was the research conducted by Ph D researchers**
- D. is correlation separated from causation

Difficulty: Medium  
Milkovich - Chapter 001 #37

38. A study found that about \_\_\_\_\_ percent of change in CEO pay was related to changes in company performance.  
(p. 24)

- A. 1.0 - 4.5**
- B. 5 - 10
- C. 15 - 20
- D. 25 - 35

Difficulty: Difficult  
Milkovich - Chapter 001 #38

39. A measure of how changes in one variable are related to changes in another variable is:  
(p. 24)

- A. standard deviation
- B. analysis of variance
- C.** correlation coefficient
- D. regression analysis

*Difficulty: Difficult*  
*Milkovich - Chapter 001 #39*

40. Which of the following types of studies allows managers to conclude an HR policy or practice causes an effect such as high morale or high performance?  
(p. 24)

- A. case studies
- B. benchmarking studies of best practices
- C. large sample surveys
- D.** None of these

*Difficulty: Difficult*  
*Milkovich - Chapter 001 #40*

41. The U.S. has the highest hourly compensation costs for manufacturing workers of any industrialized nation.  
(p. 3)

**FALSE**

*Difficulty: Easy*  
*Milkovich - Chapter 001 #41*

42. Since the U. S. has the highest hourly compensation costs for manufacturing workers of any industrialized nation, executives could minimize total labor costs by producing in low cost countries such as China and Mexico.  
(p. 4)

**FALSE**

*Difficulty: Difficult*  
*Milkovich - Chapter 001 #42*

43. Compensation is important to managers' success because it is a major cost and it influences employee behavior.  
(p. 6-7)

**TRUE**

*Difficulty: Easy*  
*Milkovich - Chapter 001 #43*

44. Challenging work and employment security are examples of total compensation.  
(p. 9)

**FALSE**

*Difficulty: Medium*  
*Milkovich - Chapter 001 #44*

45. Employees classified as non-exempt under FLSA are paid a salary, not wages.  
(p. 10)

**FALSE**

*Difficulty: Easy*  
*Milkovich - Chapter 001 #45*



46. If you often had to work 50 or more hours per week at an assembly job, you would probably prefer to that your job is classified as exempt under the FLSA.  
(p. 10)

**FALSE**

*Difficulty: Medium  
Milkovich - Chapter 001 #46*

47. Most U. S. firms use merit pay increases.  
(p. 10)

**TRUE**

*Difficulty: Easy  
Milkovich - Chapter 001 #47*

48. A bonus promised by your boss if costs are below your budget, is a merit increase.  
(p. 10, 11)

**FALSE**

*Difficulty: Medium  
Milkovich - Chapter 001 #48*

49. In practice, there is no real difference between merit pay increases and cost-of-living adjustments.  
(p. 10)

**FALSE**

*Difficulty: Easy  
Milkovich - Chapter 001 #49*

50. Base wage reflects both the value of the work and individual employee skills and experience.  
(p. 10)

**FALSE**

*Difficulty: Medium  
Milkovich - Chapter 001 #50*

51. A major challenge facing most employers is the rising cost of health care benefits.  
(p. 12)

**TRUE**

*Difficulty: Easy  
Milkovich - Chapter 001 #51*

52. The most important of the pay model policies for assuring fairness is contributions.  
(p. 15)

**FALSE**

*Difficulty: Medium  
Milkovich - Chapter 001 #52*

53. The objective of compliance suggests the way a pay decision is made may be as important to employees as the results of that decision.  
(p. 17)

**FALSE**

*Difficulty: Easy  
Milkovich - Chapter 001 #53*

54. The objective of fairness suggests the way a pay decision is made may be as important to employees as the results of that decision.  
(p. 17)

**TRUE**

*Difficulty: Easy  
Milkovich - Chapter 001 #54*

55. Internal alignment refers to comparisons among jobs or skills inside a single organization.  
(p. 19)

**TRUE**

*Difficulty: Easy  
Milkovich - Chapter 001 #55*

56. Contributions refers to employees' perceptions of the fairness of pay differences among different jobs within their organization.  
(p. 20)

**FALSE**

*Difficulty: Easy  
Milkovich - Chapter 001 #56*

57. External competitiveness decisions focus on both pay level and the mix of pay.  
(p. 20)

**TRUE**

*Difficulty: Easy  
Milkovich - Chapter 001 #57*

58. Management of the pay system focuses on cost control and employee perceptions of fairness since they are most important to management.  
(p. 21)

**FALSE**

*Difficulty: Medium  
Milkovich - Chapter 001 #58*

59. The policy choice of management means ensuring that the right people get the right pay for achieving the right objectives in the right way.  
(p. 21)

**TRUE**

*Difficulty: Easy  
Milkovich - Chapter 001 #59*

60. Since HR research contains information useful to managers, most managers read research in HR, management and compensation journals.  
(p. 23)

**FALSE**

*Difficulty: Medium  
Milkovich - Chapter 001 #60*

61. Management and HR research has conclusively shown that goal setting and job enrichment produce the largest and most reliable increases in job performance.  
(p. 23)

**FALSE**

*Difficulty: Medium  
Milkovich - Chapter 001 #61*

62. Monetary incentives produce the biggest increases in job performance.  
(p. 23)

**TRUE**

*Difficulty: Easy  
Milkovich - Chapter 001 #62*

63. An important criteria for determining the value of research is whether the research is useful.  
(p. 24)

**FALSE**

*Difficulty: Easy  
Milkovich - Chapter 001 #63*

64. An important criteria for determining the value of research is/are there alternative explanations for the research findings?  
(p. 24)

**TRUE**

*Difficulty: Medium  
Milkovich - Chapter 001 #64*

65. In judging the value of research, an important guideline is that the research was conducted by Ph D researchers.  
(p. 24)

**FALSE**

*Difficulty: Easy  
Milkovich - Chapter 001 #65*

66. A study found that there is only a very small amount of change in CEO pay is related to changes in company performance.  
(p. 24)

**TRUE**

*Difficulty: Difficulty  
Milkovich - Chapter 001 #66*

67. A study of IBM showed that their long-standing policy of no layoffs was the major cause of their strong profits.  
(p. 24)

**TRUE**

*Difficulty: Medium  
Milkovich - Chapter 001 #67*

# 1 Summary

<u>Category</u>	<u># of Questions</u>
Difficulty: Difficult	12
Difficulty: Difficulty	1
Difficulty: Easy	22
Difficulty: Medium	32
Milkovich - Chapter 001	67