

WorldatWork

Exam GR1

Total Rewards Management Exam

Verson: Demo

[Total Questions: 10]

Question No : 1

When an employee is sacrificing his or her personal life to manage job responsibilities, what is the first area of work-life that should be examined?

- A. Financial support
- B. Community involvement
- C. Workplace flexibility
- D. Use of paid time off

Answer: C

Question No : 2

What is a shared leave program?

- A. A contribution of money to a nonprofit entity where a company employee volunteers
- B. A donation of vacation time to others facing emergency situations
- C. An arrangement to ensure adequate coverage of service during employees' vacations
- D. An executive loan to worthy organizations for a period of time

Answer: B

Question No : 3

Which of the following statements is most accurate regarding pay grades/bands?

- A. They include incentives that are paid out at certain times of the year
- B. They identify the actual compensation paid to each employee
- C. They may overlap with minimums and maximums falling within adjoining grades
- D. They represent the difference between the midpoint and the maximum of a given salary grade

Answer: C

Question No : 4

Which of the following statements best describes defined benefit (DB) plans?

- A. There is no promise of a specific benefit at retirement.
- B. Individual accounts must be maintained for each participant.
- C. They are often integrated with government-sponsored programs.
- D. Employees are at risk for financial resources.

Answer: C

Question No : 5

Which group typically has responsibility for final approval of the total rewards philosophy and strategy for the general employee population?

- A. External consultants
- B. Compensation committee
- C. Board of directors
- D. Senior management

Answer: D

Question No : 6

What is a primary objective of profit-sharing and performance-sharing variable pay plans?

- A. To achieve organizational cost savings through base pay reductions
- B. To increase employee identification with the organization's success
- C. To defer compensation expenses to future reporting periods
- D. To reward individual employees for some significant contribution

Answer: B

Question No : 7

What does a performance standard specify?

- A. The experience required to achieve the goal or objective

- B. The reward that can be earned
- C. The time required for satisfactory performance
- D. The expected outcome

Answer: D

Question No : 8

In general, what should occur first in the performance management process?

- A. Conduct performance discussion
- B. Define goals, standards and measures
- C. Conduct career opportunities discussion
- D. Determine rewards

Answer: B

Question No : 9

Which of the following best describes severance allowances?

- A. A portion of one's salary paid during reserve duty and military leave
- B. A practice of paying a lump sum to employees during a company shutdown
- C. A continuation of an employee's salary after termination
- D. A continuation of a portion of an employee's salary to a beneficiary after the death of an employee

Answer: C

Question No : 10

Which of the following is a type of variable pay?

- A. Salary
- B. Piece rate
- C. Hourly rate
- D. Commissions

Answer: D