Vendor: WorldatWork

Exam Code:GR1

Exam Name: Total Rewards Management Exam

Version: Demo

QUESTION 1

Which statement is most accurate regarding the performance management process?

A. It is a one-time event.

B. Managers and supervisors should plan and measure performance without input or involvement from subordinates.

C. Performance standards should be loosely defined, allowing great latitude in measurement.

D. Mutual respect and trust should be the foundation of the relationship between managers and employees.

Correct Answer: D

QUESTION 2

Which of the following is typically considered a health care benefit?

A. Defined benefit plan

B. Death benefits

C. Defined contribution plan

D. Vision plan.

Correct Answer: D

QUESTION 3

How far do broad banded pay ranges stretch from minimum to maximum?

A. 10% to 30%

B. 30% to 50%

C. 50% to 100%

D. 100% to 300%.

Correct Answer: D

QUESTION 4

Which statement is most accurate regarding a precaution to be taken in communicating total rewards statements?

A. Avoid sending a total rewards statement to an employee\\'s home address.

B. Avoid summarizing each employee\\'s complete total rewards package.

C. Avoid arbitrarily setting a monetary value on intangible benefits that not all employees use.

D. Avoid itemizing the value of benefits or work-life programs. Include only compensation.

Correct Answer: C

QUESTION 5

When would an employee most likely receive a differential in addition to the regular hourly rate?

A. When working in more than one department

B. When working less time than his or her normal schedule

C. When working in locations other than the corporate office

D. When working a holiday or weekend.

Correct Answer: D

QUESTION 6

What type of pay increase is given when an organization finds that its compensation program is behind competitive market rates?

A. General

B. Cost of living

C. Automatic

D. Merit.

Correct Answer: A

QUESTION 7

When using a market pricing approach to build a base pay structure, what percentage of job content should typically be similar for a job match to be considered good for benchmarking purposes?

A. 10% or more

B. 30% or more

C. 50% or more

D. 70% or more.

Correct Answer: D

QUESTION 8

Which of the following is an important way recognition programs accelerate business performance?

A. They formalize the recognition process.

B. The allow employees to set their own goals for recognition.

C. They recognize accomplishments that contribute to organizational success.

D. They allow managers to rate employee performance more often than just at the performance review.

Correct Answer: C

QUESTION 9

What is a disadvantage of delivering a merit increase as a percent of base pay?

A. Employees with the same performance receive different monetary increases

B. Employees with the same performance receive the same monetary increase.

C. Employees who are lower in the range receive larger monetary increases.

Correct Answer: A

QUESTION 10

What does the size of a merit increase have to do with the success of a merit pay program?

A. Increase must be equitable within a department

B. Increases must not be deemed inconsequential to employees

C. Increase given to star employees must be at least triple of those given to average performers.

D. Even small increases should not be given to less-than-average performers.

Correct Answer: B

QUESTION 11

An employee whose pay is at 75% range penetration is most likely to be in which of the following circumstances?

A. New to the role of job

B. Not meeting performance standards

C. Meeting performance standards

D. Exceeding performance standards

Correct Answer: B

QUESTION 12

How should learning opportunities to enhance a current job best be determined?

A. By each employee\\'s pay grade

B. By what is available on the annual development schedule

C. By what is appropriate for the business and the job

D. By what the manager thinks the employee should have

Correct Answer: C