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Vendor: Worldatwork

Code: GR1

Exam: Total Rewards Management

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QUESTIONS & ANSWERS

DEMO VERSION

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(LIMITED CONTENT)

Version: 9.0

Question: 1

If the beginning wage needed to recruit quality candidates for given job is higher than that of incumbents who have been with a company for some time, what type of pay adjustment should be used to correct this discrepancy?

A. Cost-of-living
B. Tenure
C. Automatic
D. Market

Answer: D

Question: 2

What is one of the primary elements of total rewards?

A. Pay for time not worked
B. Compensation
C. Organizational culture
D. Human resources strategy

Answer: B

Question: 3

Which is the most accurate description of the work-life element of total rewards?

A. Cash provided by an employer to an employee for his or her efforts and results toward completion of goals
B. Organizational practices, policies and programs to help employees achieve success within and outside of the workplace
C. Alignment of organizational, team and individual efforts toward success
D. Learning experiences designed to enhance employees' skills and competencies

Answer: B

Question: 4

Which of the following is primarily focused on giving special attention to employee actions, efforts, behavior or performance?

A. Compensation
B. Benefits
C. Career opportunities
D. Recognition

Answer: D

Question: 5

Which statement below most accurately describes a company that is using a total rewards approach?

A. Strives to find the appropriate mix of rewards elements that attract employees
B. Motivates employees through compensation levels much higher than the competition
C. Offers competitive benefits so that it can pay lower wages, minimizing compensation and related expenses
D. Hires highly motivated employees who are willing to do without work-life programs in favor of increased compensation

Answer: A

Question: 6

Cash compensation is a reward intended to provide what type of motivation?

A. Intrinsic
B. Extrinsic

Answer: B

Question: 7

Which of the following phrases best describes behavioral engagement by employees?

A. Values aligned with those of the organization
B. Showing passion for work
C. Feeling invested in corporate outcomes/results
D. Performing at an optimal level

Answer: D

Question: 8

Why is greater flexibility an advantage of a total rewards approach?

A. Because programs can be added and/or withdrawn with little employee resistance
B. Because incentive plans can be designed by work group or unit as well as separately for each employee
C. Because the mix of rewards offered can be tailored according to the organization's specific challenges

Answer: C

Question: 9

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: 10

What does a total rewards strategy identify?

A. The organization's reason for existence
B. The optimal mix of reward elements
C. The organization's primary competitors
D. The organization's ability to pay for performance

Answer: B