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Vendor: Worldatwork

Code: GR4

Exam: Base Pay Administration and Pay for Performance

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QUESTIONS & ANSWERS

DEMO VERSION

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DEMO VERSION

(LIMITED CONTENT)

Version: 4.0

Question: 1

What is a key component for determining the number of pay grades for a given organization?

A. The number of responsibility distinctions evident in the organization
B. The number of hourly employees in the organization
C. The education level of the supervisors/managers in the organization.

Answer: A

Question: 2

Which of the following is one of the most common compensation program objectives?

A. Ensuring external competitiveness
B. Paying at the median or 50th percentile
C. Deferring compensation expenses
D. Competitive base and highly leveraged incentives

Answer: A

Question: 3

Which of the following best defines base pay?

A. Variable compensation paid on a weekly basis to an employee
B. Fixed compensation paid to an employee for performing specific job responsibilities

C. The cash compensation paid for goal attainment
D. Payment based on an individual's rate of production.

Answer: B

Question: 4

Which statement is most accurate regarding the market data approach to job evaluation?

A. Job descriptions are used to match survey data
B. At least 20% of jobs should be benchmarked
C. Internal job worth is more important than external job values
D. Jobs with no market data cannot be prices

Answer: A

Question: 5

What is a reason for establishing a job worth hierarchy?

A. To determine appropriate placement of anchor points during the job evaluation
B. To prove that job grades are not needed in an organization.
C. To establish midpoint differentials for managers and subordinates
D. To determine equity among both positions and groups of positions.

Answer: D