

# WorldatWork

## Exam GR1

### Total Rewards Management Exam

Version: 7.0

[ Total Questions: 90 ]

**Question No : 1**

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

**Answer: D**

**Question No : 2**

Which of the following is a nonquantitative method of job evaluation?

- A. Point factor
- B. Ranking
- C. Job content
- D. Rating

**Answer: B**

**Question No : 3**

When are informal rewards generally given to employees?

- A. Immediately or shortly after making a positive contribution
- B. Shortly after the performance review
- C. During the merit increase process
- D. At the beginning of each month

**Answer: A**

**Question No : 4**

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 : 5**

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 : 6**

How do commissions typically differ from annual incentives for non-executive employees?

- A. They are based on a predetermined performance and reward schedule.
- B. They are offered to motivate employee performance.
- C. They are intended to align the interests of the employee with those of the organization.
- D. They tend to make up the larger portion of an employee's total compensation.

**Answer: D**

**Question No : 7**

What guides the design of all human resources programs?

- A. The corporate mission

- B. The human resources strategy
- C. Program design and administration
- D. The business strategy

**Answer: B**

**Question No : 8**

Which of the following formal recognition approaches is designed to specifically help bring new employees into the organization?

- A. Gift certificates
- B. Recruitment bonus
- C. Paid travel
- D. Paid time off

**Answer: B**

**Question No : 9**

What is the best example of a coaching or mentoring opportunity?

- A. Sabbatical
- B. On-line self-directed training
- C. Participating in a major project
- D. Exposure to internal experts

**Answer: D**

**Question No : 10**

What is a primary purpose of pay grades or bands?

- A. To identify a compensation range in which to group multiple jobs with similar value
- B. To meet legal and regulatory requirements for classifying jobs according to market value
- C. To provide documentation that supports termination decisions
- D. To justify paying some employees less than market based on internal administrative

limitations

**Answer: A**

**Question No : 11**

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 : 12**

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

**Answer: D**

**Question No : 13**

Performance can be measured most objectively through which of the following methods?

- A. Making direct observations
- B. Documenting examples of performance
- C. Quantifying performance data
- D. Using management judgment

**Answer: C**

**Question No : 14**

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**

**Question No : 15**

Which of the following is the best example of an advancement opportunity?

- A. Attendance at technology training
- B. Association membership
- C. Career ladder and pathway
- D. Compliance training

**Answer: C**

**Question No : 16**

Which of the following is a type of variable pay?

- A. Pay for time not worked
- B. Hourly pay
- C. Bonuses
- D. Piece rate

**Answer: C**

**Question No : 17**

Which of the following identifies appropriate labor market segments and desired competitive position in the market for each employee group?