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Total Rewards Management Exam

WorldatWork T1-GR1

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QUESTION NO: 1

What term best describes an effective way to provide ongoing, instant information to those performing the work so that they can monitor their own performance and take steps to improve?

- A. Coaching
- B. Assessing
- C. Rewarding
- D. Grading

ANSWER: A**QUESTION NO: 2**

Which of the following statement 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: 3**

Which of the following is the accurate statement about the business strategy?

- A. It usually is a secondary consideration in compensation design.
- B. It is the company's plan for competitive positioning of its products or services.
- C. It must be written after the company's operating plans are approved by senior management.
- D. It is developed for compensation, benefits and the work life effectiveness using the HR strategy as a basis.

ANSWER: B

QUESTION NO: 4

Health care systems in different world regions are influenced by the beliefs, values, culture and perceptions regarding the role of whom in providing health care to its citizens?

- A. The role of physicians
- B. The role of company executives
- C. The role of shareholders
- D. The role of government

ANSWER: D**QUESTION NO: 5**

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: 6**

Which of the following is an example of a proactive wellness strategy a company can implement in the workplace?

- A. Concierge service
- B. Career counseling
- C. On-site fitness program
- D. Product/service discounts.

ANSWER: C**QUESTION NO: 7**

What best defines career opportunities in relation to total rewards?

- A. Plans for succession of roles and responsibilities of a particular position
- B. Opportunities that promote career moves into competing organizations
- C. Plans that may include advancement into more responsible positions within the organization
- D. Opportunities for employees to apply for open positions during a reduction in force

ANSWER: C

QUESTION NO: 8

What is the primary goal of a merit pay program?

- A. To link pay to the competitive market rate of each job
- B. To link pay to years of experience in a particular job
- C. To link pay to performance in a manner that is consistent with the mission of the organization
- D. To link pay to organizational performance

ANSWER: C

QUESTION NO: 9

For which type of employees should the lowest (first) quartile be used in a merit pay system with pay ranges divided into quartiles?

- A. Red-circled employees
- B. Employees new to the role
- C. High-performing employees with five years in the job
- D. Fully meets standards employees with five to seven years of experience

ANSWER: B

QUESTION NO: 10

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

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