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## Total Rewards Management Exam

WorldatWork GR1

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**QUESTION NO: 1**

Which statement is most accurate regarding the effect of taxation on the benefits that employers offer?

- A. Taxation has no effect on employee benefits; employers offer benefits for competitive reasons only.
- B. Taxation is the primary reason that employers offer benefits; in the absence of tax incentives, employers would be unlikely to offer them.
- C. Taxation affects the level of benefits offered, the source of benefits and the employer/employee cost-sharing basis.

**ANSWER: C**

**QUESTION NO: 2**

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: 3**

Which of the following is the best definition of variable pay?

- A. Compensation that is given in the form of perquisites such as a company car, fitness membership, paid training, etc.
- B. Compensation that is nondiscretionary and does not vary according to performance or results
- C. Compensation that is contingent on discretion, performance or results
- D. Compensation that is determined by the organization's pay structure

**ANSWER: C**

**QUESTION NO: 4**

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: 5

Which type of base pay is typically based on an individual employee's rate of production?

- A. Hourly rate
- B. Salary
- C. Piece rate
- D. Production rate

**ANSWER: C**

#### QUESTION NO: 6

Which of the following are the two primary elements of benefits?

- A. Mental health coverage and health care coverage
- B. Pay for time not worked and income protection programs
- C. Unemployment and disability
- D. Defined contribution and defined benefits plans

**ANSWER: B**

#### QUESTION NO: 7

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: 8**

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.

**ANSWER: D****QUESTION NO: 9**

Regarding medical plans, what is the out-of-pocket maximum?

- A. The most that the member will be liable for in relation to co-insurance
- B. The maximum the plan will pay if the member is covered by another insurance plan
- C. The limit the member will be required to pay at each doctor visit
- D. The lifetime limit for benefits to any one employee

**ANSWER: A****QUESTION NO: 10**

As a general rule, how often should employees receive performance feedback?

- A. Once a year at the annual performance review
- B. Once a day, preferably early in the morning
- C. On an ongoing basis as appropriate
- D. Only as often as is comfortable for the supervisor

**ANSWER: C**