



GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 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

Correct Answer: A

QUESTION 2

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.

Correct Answer: C

QUESTION 3

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

- A. The mission statement
- B. The business strategy
- C. The total rewards strategy
- D. The organizational vision.

Correct Answer: C

QUESTION 4

Work-life effectiveness includes a philosophy that actively supports which of the following?

- A. Employees' efforts to telework whenever they wish



- B. Efforts to help employees achieve success both at work and at home
- C. Organizational business objectives
- D. The Board's attempt to influence the company's day-to-day operations

Correct Answer: B

QUESTION 5

Why is it important for organizations to measure the effectiveness of their learning, coaching/mentoring and advancement/career programs?

- A. To increase turnover to get new people with new ideas to join the organization
- B. To establish a baseline for employee engagement
- C. To improve the rate at which internal job roles are filled
- D. To design a better performance management system

Correct Answer: D

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