



GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

Which statement is most accurate regarding a precaution to be taken in communicating total rewards statements?

- A. Avoid sending a total rewards statement to an employee's home address.
- B. Avoid summarizing each employee's complete total rewards package.
- C. Avoid arbitrarily setting a monetary value on intangible benefits that not all employees use.
- D. Avoid itemizing the value of benefits or work-life programs. Include only compensation.

Correct Answer: C

QUESTION 2

Step-rate increase programs provide employees the opportunity to receive two regular pay increases at which points?

- A. At established dates and then every six months thereafter
- B. On January 1 and July 1 of each year
- C. Once when they move a step, and again when the step value changes
- D. At the anniversary date and at the annual merit increase date

Correct Answer: C

QUESTION 3

Which of the following is the best source for identifying the relative of various rewards elements to different work groups?

- A. Board of directors
- B. Employees
- C. Senior management
- D. Candidates for employment

Correct Answer: B

QUESTION 4

What best describes the two primary elements of compensation?

- A. Fixed pay and variable pay



- B. Base pay and annual incentives
- C. Direct and indirect compensation
- D. Salary and hourly rate.

Correct Answer: A

QUESTION 5

Which of the following is primarily focused on giving special attention to employee actions, efforts, behavior or performance?

- A. Compensation
- B. Benefits
- C. Career opportunities
- D. Recognition.

Correct Answer: D

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