



GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

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 2

At a high level, performance measures are generally divided into what two broad categories?

- A. Objective and subjective
- B. Behavioral and attitudinal
- C. Organizational and divisional
- D. Financial and non-financial

Correct Answer: A

QUESTION 3

Which of the following best describes a form of base pay that is a fixed weekly, biweekly or monthly payment?

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

Correct Answer: B

QUESTION 4

Which statement below most accurately describes a company that is using a total rewards approach?

- A. Strives to find the appropriate mix of rewards elements that attract employees
- B. Motivates employees through compensation levels much higher than the competition



- C. Offers competitive benefits so that it can pay lower wages, minimizing compensation and related expenses
- D. Hires highly motivated employees who are willing to do without work-life programs in favor of increased compensation

Correct Answer: A

QUESTION 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

Correct Answer: C

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