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QUESTION 1

What employee needs are most commonly addressed by work-life programs?

- A. Financial
- B. Intrinsic
- C. Retirement
- D. Insurance.

Correct Answer: B

QUESTION 2

What is the third component to pay for performance systems?

- A. Assessment
- B. Communicate links
- C. Determine rewards
- D. Conduct performance discussion

Correct Answer: A

QUESTION 3

What phrase below best describes a benchmark job?

- A. A job being paid at the midpoint of the salary range
- B. A job that is easily defined and found in other organizations
- C. A job that is considered an outlier for purposes of market pricing
- D. A job that is held by at least 25% of an organization's workforce.

Correct Answer: B

QUESTION 4

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

QUESTION 5

What is continuing to contribute most to the current rise in the cost of benefits programs?

A. Rising salaries for support staff

B. Increasing cost of enterprise software systems

C. Increasing cost of communication

D. Rising costs for health care.

Correct Answer: D

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